



## **Diversity Policy**

### **Business Ethics Policy**

ULTRA LEVEL TECH CO., LTD. expects and demands that each of its business units, all of its employees carry out their business and perform their duties to the highest ethical standards and in compliance with all relevant legal principles. This standard of behavior and performance is maintained in the company's dealings with employees, customers, suppliers.

#### General Principles

The company and its employees will at all times demonstrate the highest levels of integrity, truthfulness, and honesty in order to uphold both personal and corporate reputations and to inspire confidence and trust in their respective actions.

The company will conduct its business in a competent, fair, impartial, and efficient manner.

### **Health and Safety Policy**

ULTRA LEVEL TECH CO., LTD. is committed to providing a safe and healthy working environment for all of its employees both on and off its sites. There is a program of health and safety audits and safety training. The company applies its standards to all visitors to its sites.

### **Environmental Policy**

ULTRA LEVEL TECH CO., LTD. respects the environment and the need to protect it and minimize the impact its operations have on it. We are committed to,

- Complying with the environmental laws and regulations.
- Reducing resource consumption, waste and pollution in our operations.
- Encouraging suppliers and subcontractors to adopt the same environmental principles.
- Giving appropriate weight to our environmental policy when making future planning and investment decisions.
- Continuously improving our environmental management system.

### **Equal Employment Opportunity Policy**

ULTRA LEVEL TECH CO., LTD. provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by law.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Sam Tu  
President