



# Responsible Business & Sustainability Conduct

# How Everyone Wins



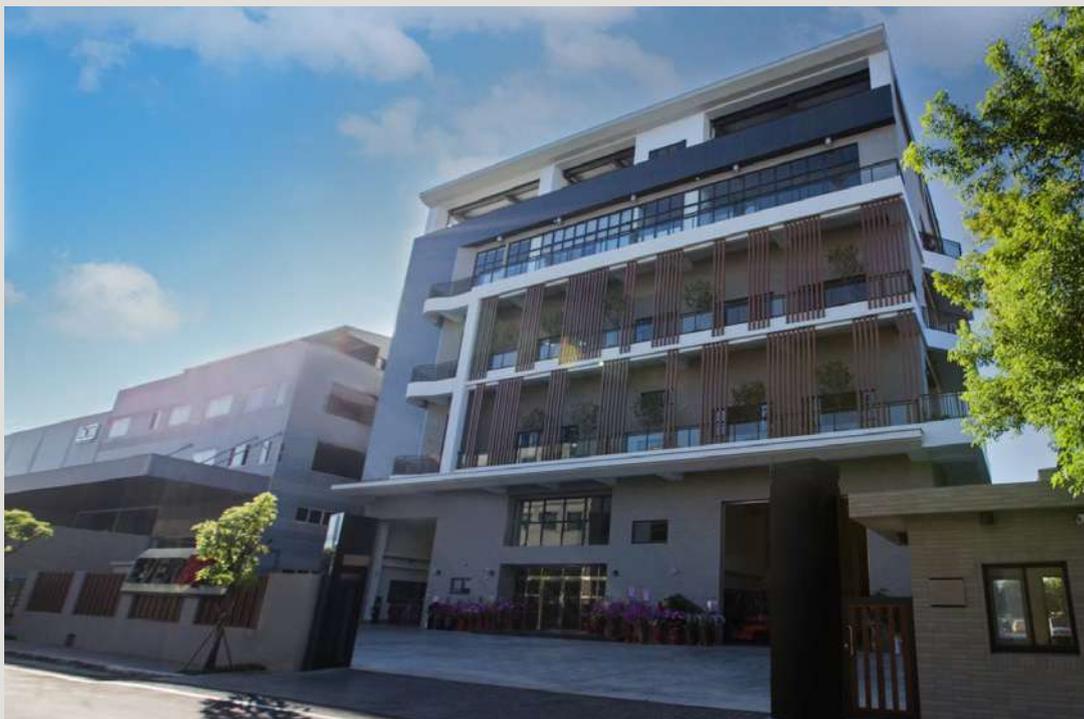
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EVERWIN strives to keep a harmonious relationship with society and the environment while maintaining our perfection in toolmaking.

With the additional resources EVERWIN possess, we give back to this world in hopes to make it a better place.

Lester Chuang  
President of EVERWIN PNEUMATIC CORP.

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## Message from our President

Last month we cheerfully celebrated our 10-year anniversary. A decade's worth of focused service, commitment to quality, and a holistic workplace environment. As we have grown, we have never forgotten the customers, employees, partners, and the community that allowed us to become who we are today.

EVERWIN strives to keep a harmonious relationship with society and the environment while maintaining our perfection in toolmaking. With the additional resources EVERWIN possess, we give back to this world in hopes to make it a better place.

We seek a balanced sustainable profitability to fulfill our responsibility to both our shareholders and stakeholders.

We work closely with our suppliers on the environmental impact of raw materials, we create a work environment that validates our employees, and we cater to the voices of our customers, all while we strive to build the community which built us.

Integrity is how we have grown, and it is the bedrock to how we will move forward.

To another 10-years of tool-making, we will continue to make everyone win.

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Lester Chuang

President of EVERWIN PNEUMATIC CORP.

**EVERWIN**

## Diversity & Equal Opportunity



Diversity and Equal Opportunity are integral to EVERWIN's beliefs, and it's the cornerstone for everyone to win. We are passionate about the individuals who make up our company and strive to create an environment where employees can explore their potential and contribute their talent.

In 2021, our efforts were recognized by the Taichung City Government, as EVERWIN was awarded and named best place to work.

In past year EVERWIN freely chose to employ people on disability, who in return have greatly contributed to EVERWIN.

## Preventing Harassment and Discrimination

Everwin is committed to a workplace free of harassment and discrimination. We are dedicated to maintaining a creative, culturally diverse, and supportive work environment, where all employees are treated with fairness, dignity, and respect. No form of abuse or harassment is tolerated. EVERWIN has zero reported incidents of such.

Everwin ensures multiple grievance channels to ask questions or raise concerns. Including an anonymous complaint box in company canteen. EVERWIN does not tolerate retaliation against anyone who reports suspected misconduct in good faith.



In addition to in-person, concerns can always be emailed to  
EVERWIN Human Resource Office  
*+886-4-2333 2999 ext. 224*

# Workplace Health & Safety

EVERWIN recognizes that a safe and healthy work environment enhances the quality and consistency of our products and services. We are in full compliance to local and international regulations and have integrated health and safety management practices into our operations. All workers receive training on emergency planning, safe work practices, as well as our system to prevent, detect, and respond to potential safety and security risks of employees.



*10th Year Anniversary Celebration in 2022*



EVERWIN not only aims to provide basic worker safety, but rather we listen to employees and extend efforts to make workplace comfortable. A few years ago, we had installed centralized air conditioning in our entire production facility.





## Local Community Development

EVERWIN is committed to creating shared values for the community connected to our company. Giving back to the community has been critical to our success and to achieve the common good for society, EVERWIN has taken action to stimulate change.

Our contribution and service go towards advancement of environmental stewardship as well as local community support to parents of children with mental and intellectual disabilities.



*EVERWIN Sponsored Beach Clean-Up*



*EVERWIN Corporate Charity Banquet*

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EVERWIN's quality policy is a permanent commitment to customers, to promise customers the highest quality of products and services.

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Charlie Lin  
Director of Sales

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# Quality Commitment



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EVERWIN's slogan: TOUGHER, FASTER, and SMARTER, is a representation not only how our tools are built, but also how our business is managed.

We are committed to compliance with laws and regulations in each country where our products are shipped. Our products are designed and tested to meet international standards, as well as our own quality standards. EVERWIN's quality standards are intended to earn our customers' trust and loyalty.

Customer success leads to our success.

# Privacy and Security



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Customers, distributors, suppliers, employees, and other third parties may disclose confidential information to EVERWIN during course of business.

We hold the utmost responsibility maintaining the confidentiality of any information entrusted to us by our partners and customers. This includes compliance with privacy and information security laws, regulatory requirements on collection, storage, procession, transmission, and shared personal information, and contractual obligations.

# Supply Chain Sustainability

In response to potential disruptions in supply chain, we have prepared a stock of 3,000 to 5,000 pieces of tools already assembled and ready for shipment at our facility and we continue to communicate closely with sub-vendors to ensure they can meet the demands.

EVERWIN has recently partnered with a local university to create a new software platform to make accurate forecasts on market demands.



## Vendor & Supplier Standards

Everwin is constantly striving for a more sustainable and ethical manner to conduct business with the principles of integrity, trust and respect in our supply chain.

However, knowing that a considerable amount of work is conducted by subcontractors, Everwin also realizes the significance to responsibly oversee our supplier partnerships.



*In striving for environmental sustainability, in our supply chain, we only conduct business with supplier whose cardboard product is over 85% recycled.*



## Avoiding Conflicts of Interest

EVERWIN employees and management always act in the best interest of our colleagues and the company.

Employees must avoid any activity or personal interest that creates or appears to create a conflict between self-interests and the interests of EVERWIN.

Personal interest cannot impair ability to perform work objectively.



## Statement on Forced Labor

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EVERWIN is committed to uphold the human rights of our workers and treat them with dignity of respect.

Suppliers shall not use any forced labor, whether in the form of human trafficking, slavery, prison labor, indentured labor, bonded labor, or otherwise.

Suppliers shall not incorporate into their products any materials which were produced using forced labor.



## UN Key Sustainable Development Goals

Goal 

3

Ensure healthy lives and promote well-being for all at all ages.

*Commitment*

Continue to provide annual donations to charitable organizations.

Goal 

5

Achieve gender equality and empower all women and girls.

*Commitment*

Continue to expand overall count of female managers and employees.

Goal 

8

Promote inclusive and sustainable economic growth, employment and decent work for all.

*Commitment*

Continue to promote employment opportunity and growth of persons with disabilities.

Goal 

12

Ensure sustainable consumption and production patterns.

*Commitment*

Maintain our 85% recycled paper requirement for our carton suppliers.

