

Commitment to Sustainability

Vision: It is in the best interests of our company and society as a whole that our company moves along the path to sustainability. To that end, we will strive to achieve the following vision of performance, and will publicly communicate this commitment and periodically report our progress and challenges in fulfilling it:

1. Economic success: the wise use of financial resources

a. Company Economic Prosperity

We will position our business so it can survive and prosper economically.

b. Community Economic Prosperity

We will help our community survive and prosper economically through the taxes, salaries, and suppliers we pay, and through our civic and philanthropic efforts.

2. Social responsibility: respect for people

a. Respect for Employees

We will treat our employees in a respectful, fair, non-exploitative way, especially with regard to compensation and benefits; promotion; training and development; open, constructive dialogue with management; involvement in decision-making; working conditions that are safe, healthy and non-coercive; privacy rights; labor law rights; employment-termination practices; and work-life balance.

b. Diversity, Fair Hiring Practices

We will promote diversity and a culture of inclusion, and use hiring practices that are fair, responsible, non-discriminatory, and non-exploitative for our employees, board members, and suppliers.

c. Responsible Governance

We will manage our risks properly, use our economic power responsibly and operate our business in a way that is ethical and legal.

d. Respect for Stakeholders

We will be transparent, respectful and fair to local populations, investors, suppliers and other stakeholders outside our organization who may be affected by our operations. We will engage our key stakeholders to understand their needs, and seek relationships with them based on integrity. We will work collaboratively with our communities and supply chain to enhance the well-being of others.

e. Fair Dealing With Customers

We will be honest and fair with our customers, compete ethically for their business, respect their privacy and provide them safe and effective products and services that meet agreed requirements while taking into account sustainability concerns.

3. Environmental responsibility: respect for life; the wise management and use of natural resources

a. Resource Conservation

We will conserve our use of energy and natural resources to the extent practicable.

b. Waste Prevention and Management

We will reduce to the extent practicable the quantity and degree of hazard of the pollutants and other wastes we generate from our operations, and handle them in a safe, legal and responsible way to minimize their environmental effects. This includes reducing to the extent practicable the direct and indirect emissions of greenhouse gases and other harmful air pollutants from our operations and transportation.

c. Environmental Risk Control and Restoration

We will minimize the risk of spills and other potentially harmful environmental incidents, restore the environment where damaged by us, and enhance it to better support biodiversity.

d. Reduction of Supply Chain Impacts

We will work with others in our supply chain to help assure adverse environmental impacts and risks associated with our products and services are reduced and properly controlled, and environmental benefits optimized.

e. Collaboration With Communities

We will collaborate with our communities to protect and improve the environment.

Signed: *Mini Pzy*

Title: owner

Date: 12/1/09