



**Targus' industry-leader position behoves us to spearhead social & environmental responsibility in our business operations both internally & with our suppliers.**

**Our social compliance values include:**

**Management commitment to policy & enforcement**

- Drive accountability & systematic process

**Occupational Health, Safety & Security**

- Provision of a safe & healthy environment.
- Ethical standards upheld. Bribery, corruption & extortion are prohibited.

**Compensation, hours of work & benefits**

- No workers under 16 regardless of local laws.
- No slave labour of any form.
- No form of abuse.
- Right to freedom of association & to bargain collectively.
- Working hours of 60 per week, including overtime.
- Employees paid at least minimum wage under local law.
- Overtime should be voluntary & compensated at a rate as per local regulation.
- No discrimination in respects of all manner of employment.

**Minimising impact on our environment**

- Establish goals for water reduction/recycling.
- Abide by hazardous materials, waste & emissions regulations.

**Certifications**

- Restrictions of Hazardous Substance (RoHS) compliant.
- Human Rights & Ethical Trading (HRET) compliant.
- ISO9001 Certified Manufacturing/ISO14001 Certified Manufacturing.
- OHSAS 18001 Occupational Health & Safety Systems Certification.
- Green Dot & WEEE Certified/Sony Green Partner Certified.

