



SMC Ethical & Corporate Principles Code of Conduct

SMC is, as an integrated member of society, which recognizes a social responsibility to balance people's lives and to contribute to the healthy economic development of society. SMC will make effort to continue to support that responsibility and lead by acting ethically and according to the principles stated below.

- 1. Comply with laws and regulations** - Understand and observe all legal, regulatory and ethical standards both inside and outside of a country and perform company activities in a fair manner.
- 2. Win support and respect from customers and suppliers** - Engage in fair competition, while providing products, services and product information adequately to answer customer needs and obtain customer trust. Build mutual trust with customers through open and continual business relations and aim to help each other benefit.
- 3. Win the support and respect of investors and shareholders** - Engage in fair and comprehensive enterprise management by disclosing necessary corporate information adequately and in a timely fashion but allowing for legal limitations, in order to gain respect and support of shareholders and investors.
- 4. Employees respect for each other, zero-tolerance to discrimination, and the creation of high morale in the work place** - Each employee should have and maintain a safe work environment where there is no discrimination based on nationality, sexual orientation, race, ethnicity, creed, religion, sex, age or disability. Each employee's choice should be respected, their capabilities fully attainable, and their character and individuality appreciated.
- 5. Maintain good public communication** - Disclose necessary corporate information in a timely fashion; be considerate to the demands of society and communicate with society as a conscientious corporate citizen. Moreover, strive to be collaborative with the local community by assisting in activities that contribute to the development of the region, and to the comfort and safety of its members.

6. **Maintain appropriate relationship with political or governmental agencies** - Maintain a healthy and transparent relationship with the government and political figures, never contradicting relevant laws and social common sense.
7. **Keep away from groups and organizations that work against social order** - Have no relationships with legally suspicious groups, as well as with groups and individuals who obstruct social order and wholesome corporate activities. Maintain a firm attitude against demands from such people, and do not respond to unjustified claims.
8. **Promote environmental protection** - Recognize the global environment as being a fundamental and essential foundation of corporate existence and activity. Its conservation is a priority, and the SMC will work on its preservation and improvement to keep a rich, natural, and safe environment.
9. **Actively work to a high ethical standard** - Directors should recognize the realization of the spirit of these principles is their role and set good examples and maintain effective in-house systems. When a situation contrary to these principles occurs, the director should begin an investigation, implement problem solving and preventative measurements followed by a strict resolution.