

## **Fire Tech Production's commitment to Social Responsibility**

Fire Tech Productions is committed to ensuring the highest standards of corporate citizenship by protecting the health, safety and morale of our employees, by safeguarding the environment and by creating a long-lasting positive impact on the communities where we conduct business.

### **Corporate Social Responsibility Policy**

We believe Fire Tech's commitment to the highest standards of corporate citizenship and sustainability strengthens our business, our workforce and the communities where we operate. Social Responsibility plays an integral role in our short-term and long-term business decisions.

### **Our Ethics**

We expect all business transactions to constantly achieve the highest standards of professional and personal integrity.

- We respect and abide by the law in states where we operate.
- A guiding principle in our decision-making process is the Rotary Club Four-Way Test:
  - Is it the TRUTH?
  - Is it FAIR to all concerned?
  - Will it build GOODWILL and BETTER FRIENDSHIPS?
  - Will it be BENEFICIAL to all concerned?

### **Our Communities**

- We strive to provide a vibrant workplace, respecting the dignity and human rights of all involved in our daily operations.
- We aim to foster a clean and healthy environment and are a strong advocate of minimizing our environmental footprint at the local level.
- We seek to minimize any negative environmental, health and safety impacts on our host communities as a result of our operations.
- We encourage our employees to continually strengthen our community through community service and volunteer efforts.

### **Our People**

- We remain committed to workplace diversity, providing equal employment opportunities to all employees and job applicants regardless of race, color, sex, age, sexual orientation, creed, national origin or disability.
- We do not tolerate any form of workplace harassment including sexual harassment of an employee, contractor or employment candidate.
- We recognize and respect our employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and local customs.
- We provide challenging and rewarding career opportunities to ensure that we retain a skilled, capable and energized workforce.
- We offer educational opportunities for our employees to maximize their full professional potential while ensuring the company achieves its business objectives.