



5304 Derry Ave, Units I-J
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www.telecomintl.com

Ethical Expectations

- Telecom International and its suppliers shall conduct their business operations in a socially and environmentally responsible manner.
- We will consistently maintain complete corporate compliance with all applicable business regulations.
- Management practices will integrate occupational health and safety, labor, environmental and human rights into all business practices.
- We will maintain no fewer than seven years of verified financial records.
- Our employees will conduct business in a completely ethical manner at all times, with no exceptions.

Specific Tenets

- Health and Safety

We will limit and control employee exposure to unsafe conditions and/or workplace hazards through a combination of preventative maintenance and documented working procedures. We will solicit feedback internally and monitor workplace compliance regularly.

We provide exceptional medical insurance and access to treatment as needed; provide clean workplace facilities including restroom, kitchen and work areas; control exposure to recognized dangerous chemicals or biologically hazardous materials.

We maintain a secure, safe workplace; locks, alarms, fire prevention, structural integrity and earthquake preparedness.

- Labor and Human Rights

Full compliance with all applicable wage and salary regulations, including overtime provisions.

We employ only individuals over the age of sixteen. Hiring and termination practices, as well as our work environment, are free from discrimination based on age, race, gender, religious beliefs and sexual preference; free from worker harassment of any type.

We provide all benefits as per applicable local laws; including wage, overtime, health, pregnancy, vacation and illness days, and dispute arbitration.



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- Environmental

We consistently minimize our environmental footprint and practice efficient use of all natural resources (i.e. electric, gas, water) with a focus on conservation as a whole.

We dispose of / treat all waste products as required by local law.

We provide the means and opportunity for, and encourage offsite work and/or carpooling or transit where practical.

A handwritten signature in black ink, appearing to read 'Michael Goehring'.

Michael Goehring
President, Telecom International