



HENDERSON STAMPING, INC.

1323 HIGHWAY 45 NORTH
HENDERSON, TENNESSEE 38340
PHONE: 901 989 4705 FAX: 901 989 4320

Social Compliance Policy

Purpose

Henderson Stamping and Production Inc. ("Henderson Stamping" or "HSI") is committed to adhere to, and regularly review, its Social Compliance Policy. We will abide by all applicable laws and regulations. We will respect the rule of law and industry best practices. We will honor both Clients and Workers, and we will operate fairly with all parties and stakeholders.

This Social Compliance Policy (the "Policy") serves to guide and inform employees in key areas of concern such as employment standards and labor rights, as well as environmental responsibilities.

Commitment

In order to achieve our vision of being regarded as the best appliance and automotive metal stamping supplier, Henderson Stamping recognizes that minimum standards of behavior and conduct are necessary so that a productive, harmonious and safe environment exists in the workplace.

We at Henderson Stamping are committed with dedication to:

1. Condemn illegal child labor, forced labor, discrimination.
2. Improve employment conditions and compensate our employees appropriately.
3. Provide a safe and healthy working environment for our employees.
4. Respect employees' human rights and personal rights.
5. Take steps to continually improve the intellectual growth of our employees.
6. Improve our social performance and that of our business Affiliates.
7. Encourage a sense of social responsibility in both managers and employees alike.
8. Comply with all applicable national and international legal, regulatory and customer defined requirements.
9. Continually improve our social management systems.

The Policy establishes standards for the above.

Signed: _____


Plant Manager