



Designed  
for  
Mission  
Success...



# ***Social and Environmental Management System (SEMS) Plan***

**FY2012**

# IEE Corporate Mission Statement

IEE is a designer and manufacturer of high quality electronic and mechanical products delivered on-time to the military, industrial, and retail markets.



# IEE Corporate Values

Our core values define the entire organization:

- We believe that superior employee morale equals superior quality products.
- We believe in honesty and integrity in all activities; and open and honest communication internally and externally
- We believe in doing whatever it takes to get the job done right and on-time.
- We believe in family, both at home and in the context of the work environment.



# IEE Corporate Value Proposition

Provide a superior customer experience by offering:

- Innovative technical solutions
- Superior customer service
- Consistent on-time delivery
- Effective quality assurance
- Vertical integration of critical processes



# IEE SEMS Policy Statements

- IEE constantly strives to achieve the highest degree of professional business ethics in dealing with employees, partners, customers and suppliers and to conduct our business while meeting the highest level of integrity and lawfulness.
- IEE acknowledges its social responsibility, including: the human rights of the company's employees, it's contractors and partners; occupational health and safety considerations; and the aspects of environmental protection and the efficient use of natural resources.
- Following these objectives IEE has instituted a SEMS Program based on the guidelines contained within the Electronic Industry Code of Conduct ("EICC").



# IEE SEMS Program

- IEE has modeled its SEMS Program around the Electronic Industry Citizenship Coalition (EICC) - Electronics Industry Code of Conduct (EICC) standards.
- IEE pursues aligning the EICC Code of Conduct provisions with internal programs and local laws and regulations to ensure working conditions are safe, workers are treated with respect and dignity, and manufacturing processes and practices are environmentally responsible.
- IEE actively promotes the EICC Code of Conduct as a requirement to suppliers and subcontractors under its direct sourcing and engineering control.



# EICC Summary

## Overview of the code:

### Labor

Freely Chosen Employment  
Child Labor Avoidance  
Working Hours  
Wages and Benefits

Humane Treatment  
Non-Discrimination  
Freedom of Association

### Health & Safety

Occupational Safety  
Emergency Preparedness  
Occupational Injury and Illness  
Industrial Hygiene

Physically Demanding Work  
Machine Safeguarding  
Dormitory and Canteen

# EICC Summary

## Environment

Environmental Permits and Reporting

Pollution Prevention and Resource  
Reduction

Hazardous Substance

Wastewater and Solid Waste

Air Emissions

Product Content Restrictions

## Ethics

Business Integrity

No Improper Advantages

Disclosure of Information

Intellectual Property

Fair Business, Advertising and Competition

Protection of Identity

Community Engagement



# EICC Documentation

- IEE Employee Handbook (HR)
- IEE Safety Manual (HR / Ops)
- IEE ISO-9001 QA Manual (QA)
- IEE SEMS Policy and Procedures (Mgnt)



# EICC Management System

- Company Commitment
- Management Accountability and Responsibility
- Legal and Customer Requirements
- Risk Assessment and Risk Management
- Performance Objectives with Implementation Plan and Measurements
- Training
- Communication
- Worker Feedback and Participation
- Audits and Assessments
- Corrective Action Process
- Documentation and Records

