

Environmental Affairs Policy

Compass Technology Co., Ltd. being a dedicated supplier to all its customers welcomes and collaborates actively with its Customers and Supplier Chain of Environmental Management programs.

Being ISO 14000 certified, Compass Technology aims to preserve global environment in all aspects of business activities, products, and services to achieve harmony and coexisting of business management with natural environment.

Committed to its environmental policy, Compass Technology and its employees continue to make efforts to preserve the global environment and to prevent pollution (air, waste, noise and others) by continuously keeping and improving its environmental management system, through exercise of green management from its purchase of raw materials and chemicals, prevention of use, generation and discharge of banned or environmental related hazardous substances in our manufacturing processes on top of its effort to conserve energy and waste management.

This continuous effort towards successful establishment environmental management system in compliance to:

1. ROHS / WEEE Directives & Lead Free Technology
2. Applicable Customer Standards for Supplier Chain of Environmental Management (SCEM)
3. Regulatory Laws and Requirements

Compass Technology Co., Ltd. is committed to maintain a standard of excellence that ensures continual improvement in environmental, health, and safety (EHS) performance; the environmental concern activities included the following:

- Meeting or exceeding the requirements defined by applicable EHS laws, regulations, directives, as well as other EHS requirements defined by customers, Company standards and procedures.
- Actively pursuing pollution prevention measures that reduce environmental impacts and conserve natural resources through process improvement, recycling and other actions. We assure that the products delivered to our customers will not include environmental-hazardous banned substances that are regulated by applicable directives, customer standards and laws.
- Setting objectives and targets that focus on environmental considerations and the health and safety of employees in business planning, product design, and manufacturing.
- Providing superior safeguards and engineering controls for safe operations.
- Educating and training employees in safe work practices and environmental protection and conservation measures.
- Clearly defining employee responsibility for adhering to EHS standards and communicate to all staff the importance of meeting customer as well as statutory and regulatory requirements.
- Measuring, reviewing and monitoring our EHS performance and progress.
- Sharing EHS information and expertise with others.
- Sharing with its suppliers, vendors, and customers common commitment not only complying to ROHS/WEEE directive, Supplier Chain of Environmental Management with Customers and EHS responsibility, but in developing a key step in the supply chain towards solving environmental problems.
- Assure that purchasing controls are in place, which prevents procurement of materials, and products that are not environmentally compliant.
- Develop and establish a preventive control system for materials in compliance to policy and regulations.
- Select partners in the supply chain that support and has program for the elimination of use of environmentally hazardous substance or materials in their products and processes.
- Proactively take immediate action to address non-compliance issues related to the policy and use of hazardous substances.
- Routinely assessing Compass business performance as it relates to the quality of company's actions and its impact to the environment and insures resources is available to achieve the quality and environmental objectives.

Target Limits on Restriction of Hazardous Substance

Among the substances contains in part, device and products manufactured by Compass Technology Co., Ltd. are in compliance with the ROHS directive in conjunction with customers requirements do not contain the substances listed in the table below in concentrations greater than the listed Maximum Limit value as the target consideration for compliance shall be worked out with affected suppliers to establish timeline for the upstream management in the supply chain.

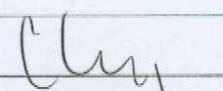
Substance	Maximum Limit (PPM)
Cadmium and Cadmium Compounds	< 5
Lead and Lead Compounds	< 100
Mercury & Mercury Compounds & Alloys	< 2
Chromium (Cr6+) Compound & Alloys	< 2
Poly Brominated Biphenyls (PBB)	0
Poly Brominated Diphenyl Ethers (PBDE)	0
Poly Chlorinated Biphenyls (PCB)	0
Poly Chlorinated Napthalenes (PCN)	0
Short-Chain Chlorinated Paraffins (CP)	0
Organic Tin Compound	0
Asbestos	0
Azo Compounds	0
Formaldehyde	0
Polyvinyl Chloride (PVC) & PVC Blends	0
Heavy Metals (Cd, Pb, Hg & Cr + 6) for packing	0
Ozone Depleting Substances (ODS: CFC's & HCFC's)	< 100

Environmental Programs:

- 1) Conserving resources and energy;
- 2) Reducing and preventing environmental pollution;
- 3) Complying with local laws/regulations and customers' requirements;
- 4) Embarking on the program for supply chain management
- 5) Providing environmental training program and awareness; and
- 6) Management review of environmental targets and goals to promote and foster better environment through continuous improvement and unconditional commitment by all Compass staffs.

Environmental Objectives and Targets:

ID	OBJECTIVES	TARGETS
1	Conservation of resources	5% reduction in consumption of office papers and electricity. Recycle 6 items through Recyclers and waste collectors
2	Sustain a safe working environment	Zero occurrence for work accidents
3	Prevention of Environmental Pollution	Provide regular Environmental training at least once a year.


 General Manager

July 02, 2005

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