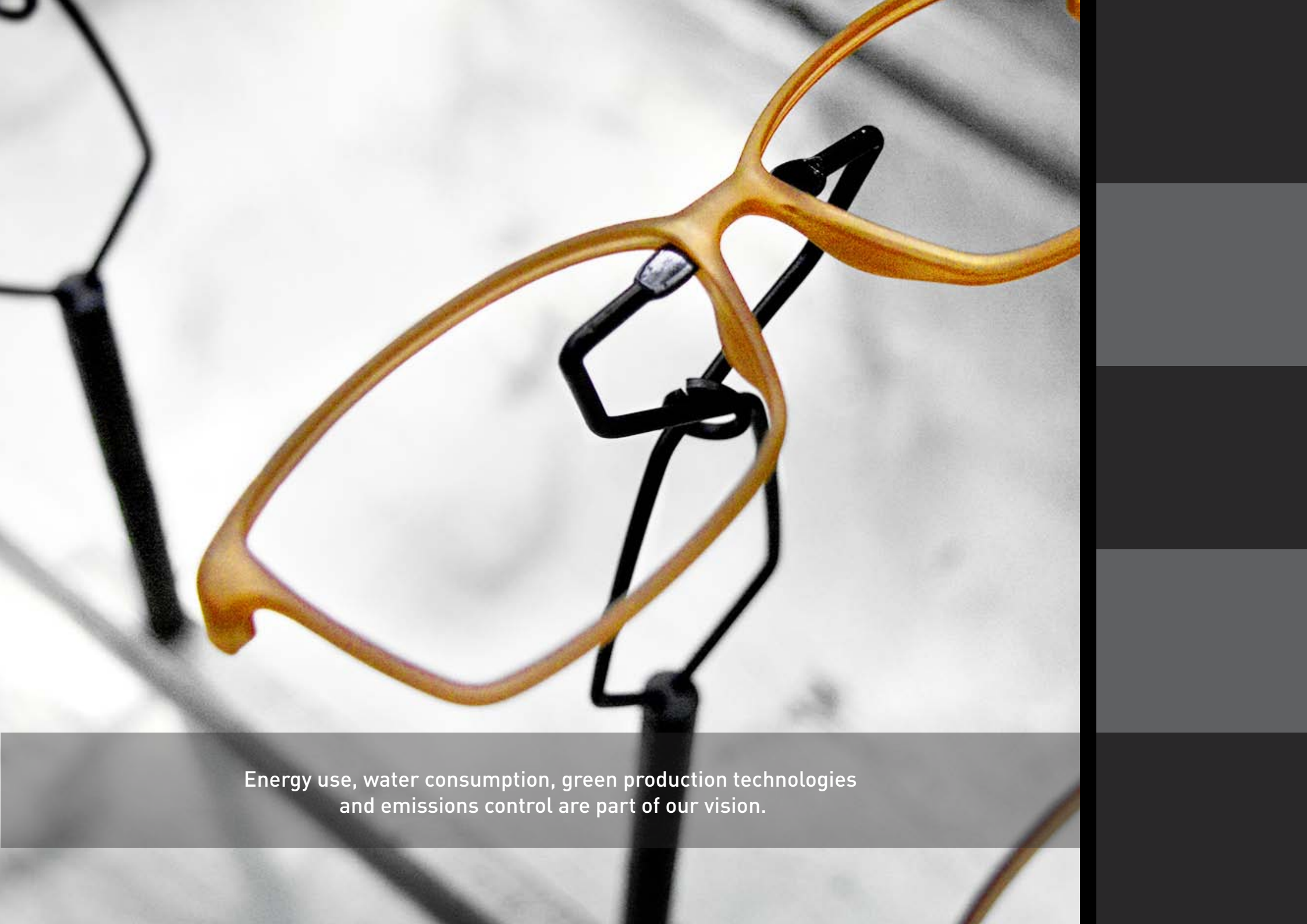


RESPONSIBILITY



We not only care about vision but also environmental and social issues.
STEPPER EYEWEAR is on an environmental journey to improve and we share our progress with you.



Energy use, water consumption, green production technologies
and emissions control are part of our vision.

CLEANER ENERGY

- We use clean and renewable energy in manufacture.
- Energy consumption is reduced by promoting a sense of awareness of minimising energy consumption and prioritising the use of clean and renewable energy.
- At our factory, use of bicycles, electric cars and electrified public transportation are encouraged.

CLIMATE CONTROL

A pair of yellow-rimmed glasses is hanging on a black metal hanger. The background is dark and slightly blurred, showing some structural elements. The glasses are the central focus of the image.

- Single site manufacturing minimises transportation between processes (frames are pressed, plated, assembled tested, moulded, welded and quality controlled within one location).

CLEANER WATER

- We conserve water by reducing usage and promoting wastewater recycling.
- Our factory environmental team is responsible for monitoring water usage and implementing water conservation measures during operations.
- Wastewater is treated and reused in our cleaning process to reduce discharge; packaging washing water is reused in the grinding process to minimise the use of freshwater consumption.
- At our manufacturing and central administration sites water saving equipment is used and water conservation notices are posted to raise employees' awareness on the need for and ways of water saving.
- We have a target of reducing total water consumption by 1% each year. (Thanks to the efforts made by our employees, our total water consumption declined by 2.5% in 2019.)

MINIMISED CONSUMPTION

- Injection moulding processes ensure plastic material waste is minimised.
- Waste materials from production are recycled either internally, externally and reused.

BETTER VIA INNOVATION

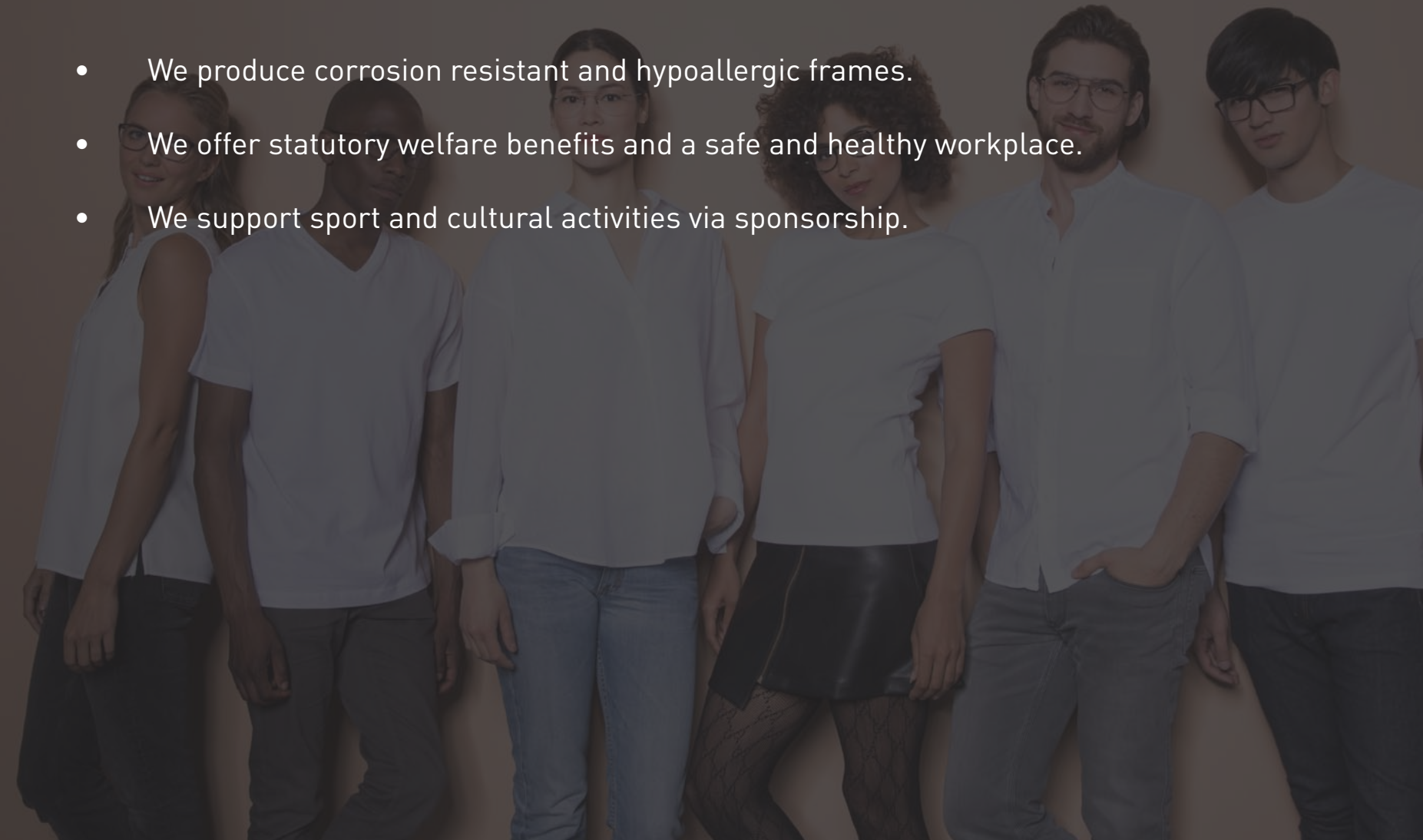
- We adopt green product technologies.
- Innovative paper packaging protects the frames in transportation.
- This recyclable packaging is created from a single piece and is held without the use of additional fixing materials.
- Since 2020, our packing boxes are made from 80% renewable material and are FSC certified; saving more than 14% packing space and are 10% lighter



Education, gender equality, good working environment and economic growth.

WELLBEING

- We produce corrosion resistant and hypoallergic frames.
- We offer statutory welfare benefits and a safe and healthy workplace.
- We support sport and cultural activities via sponsorship.



EDUCATION

- We cultivate talent with the provision of training and development.



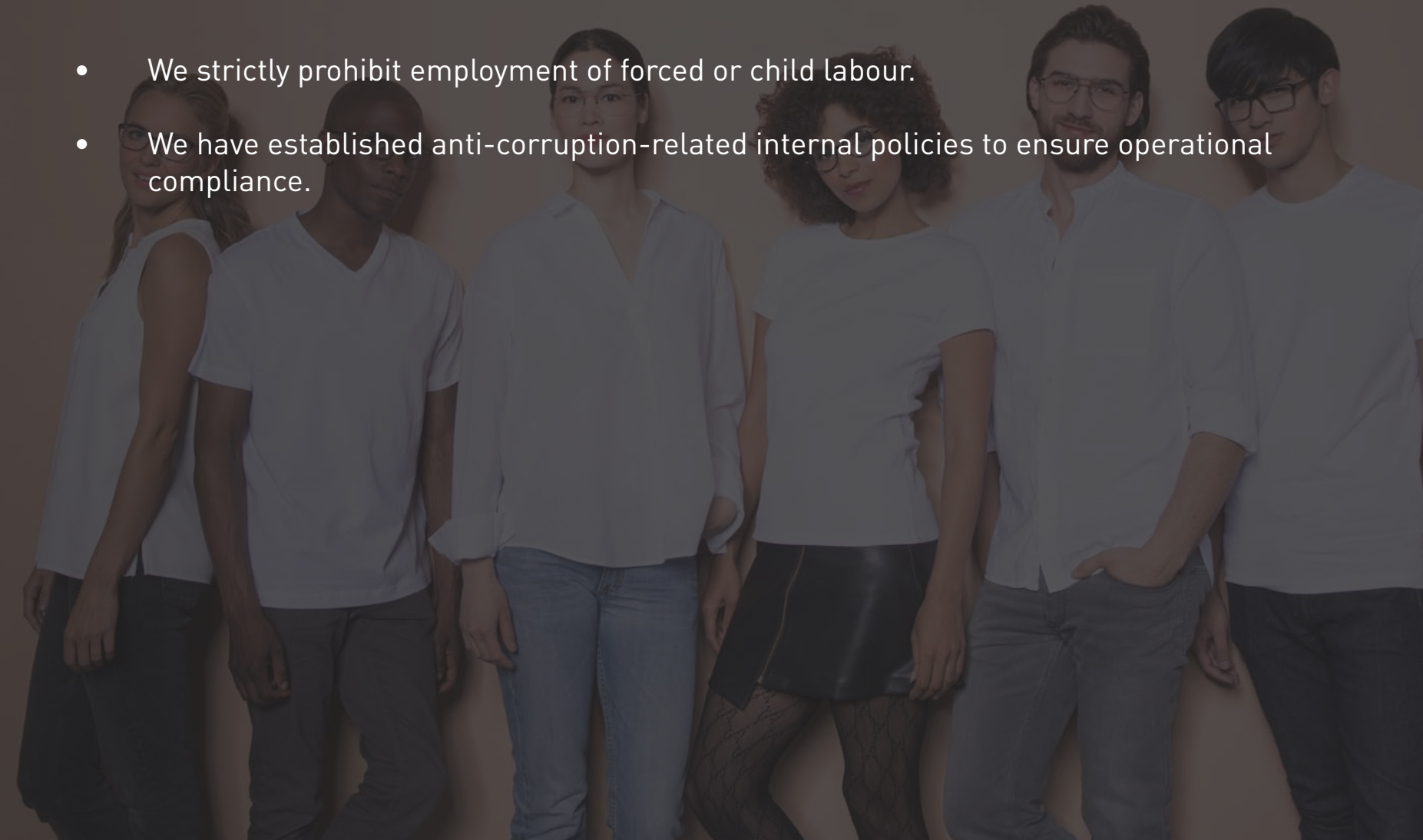
EQUALITY



- We select outstanding candidates regardless of race, colour, social status, origin, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation or age.
- Our employees enjoy equal promotion opportunities.
- We adhere to the principles of fairness, justice and openness and we only consider the performance, experience and personal ability of employees for promotion.
- At our manufacturing and central administration sites water saving equipment is used and water conservation notices are posted to raise employees' awareness on the need for and ways of water saving.

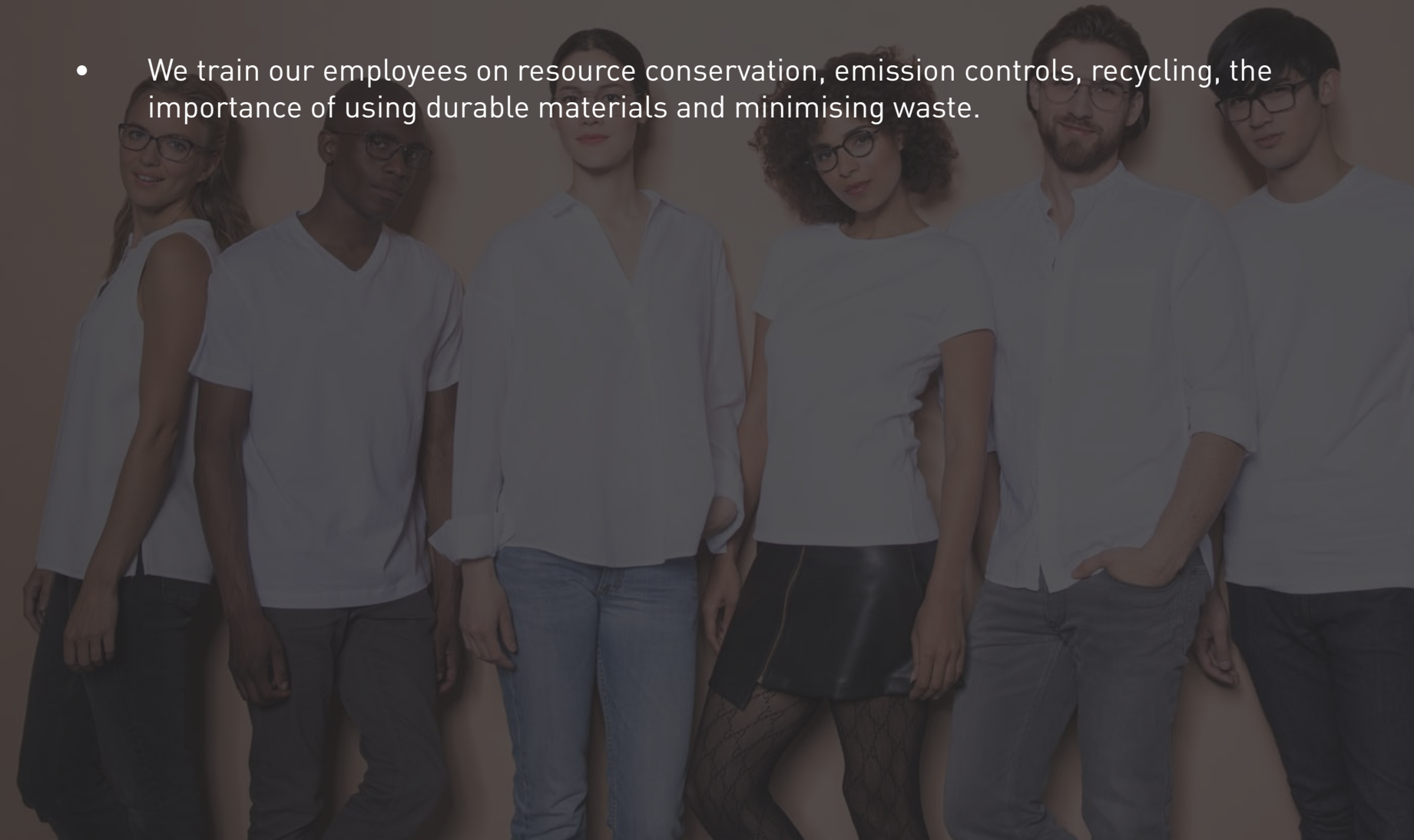
DECENCY

- We strictly prohibit employment of forced or child labour.
- We have established anti-corruption-related internal policies to ensure operational compliance.



WORLD AWARE

- We train our employees on resource conservation, emission controls, recycling, the importance of using durable materials and minimising waste.





Partnerships for peace and justice

HONESTY

- We have established anti-corruption internal policies to ensure operational compliance and built a culture of integrity via our whistleblowing policy.

100% G2000

STEPPER

TITANIUM

WORKING TOGETHER

- We facilitate cooperation among peers to drive development of the optical industry.
- We support sport and cultural activities amongst our employees and the local community with sponsorship.

