



Sustainable Roo hsing&JDU is quarterly e-newsletter created to demonstrate Roo hsing&JDU's business performance and corporate social responsibility. This publication is the joint efforts of various departments within Roo hsing&JDU and is aim to report news on environmental protection, vocational health and employee care made by our company.

Sustainable Roo hsing&JDU



Issue 7
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A pursuit of sustainable development

If you regard an enterprise as a living entity with thoughts and a soul, then we should think about: what should be the greatest achievements of a life coming to this world? For a life, the foremost important achievement is to realize one's value and to contribute to society.

An enterprise, like a living entity, should aspire to achieve self awareness value in society by contributing to it. JDU is dedicated to distinctively leveraging existing interactive alignments to continually optimize new paths for sustainable development. By consistently improving methods of sustainable development, Roo hsing & JDU is optimistic in actualizing a larger contribution to society.

JDU continue to follow its mission and core values in its objective to produce higher quality products for our clients, while lowering global environmental impact. To enhance and improve the lives of the employees and provide greater integrated value for our partners.





A photo of employees working out in the company gym.

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Corporate Core Values Training



After JDU conducted a corporate core values training covering all employees, in order to raise everyone’s awareness towards these core values, a combination of other training programs are adopted, e.g. supervisory skill training, new hires training, etc. making full-use of different platforms, to strengthen the concept of corporate core values.

In addition, the Corporate Communications department makes use of various promotion platforms, e.g. factory workshop broadcast, posters, bulletin boards, etc., after refining the content of core values, promote them with stories and comics.

01. CSR Spotlight



Corporate core values are constantly broadcast as short stories to employees in different factory locations. Stories are rotated bi-weekly. The picture shows a Cambodian factory staff tuning the broadcast, preparing to broadcast the core values short story in the workshop,

The 4 core values which Roo hsing&JDU adheres to



V.O.I.C.E. is an acronym of Roo hsing& JDU core values/ VIRTUE

- Openness
- Integrity
- Courage
- Empathy



02. CSR Power Charging Station



P.A.C.E. Paint the dragon boat festival in love

Personal Advancement & Career Enhancement

On 5 June 2019, P.A.C.E. adhering to the principle of employee care, the activity of “paint the dragon boat festival, go with P.A.C.E.” was held at the factory in Changzhou.

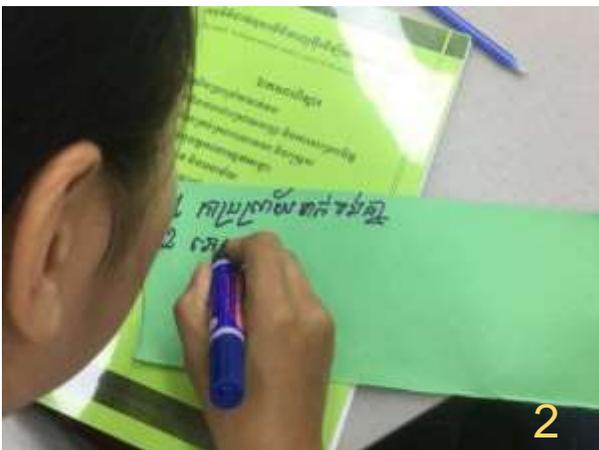
At the beginning of the activity, the trainers introduced how to use painting utensils, how to paint, and some interesting samples to participants . The interesting part of the painting is that, it is based on eucalyptus leaves, supplementing with acrylic paints. Learners rack their brains, some painted a vase full of flowers, some painted little fish and tortoise in a lake, some painted birds in the sky. The imagination and painting skills of the students made the trainers amazed! Some learners signed their paintings, wrote good wishes, to share their paintings to friends or family members as a gift!

Through this activity, participants have demonstrated their imagination and painting skills, also the relationships between trainers and learners have become closer. In addition to enriching the after-school life, everyone had a wonderful dragon boat festival time together!

02. CSR Power Charging Station

Employee care activity in Cambodia

Between Jun-Aug 2019, the Cambodia factory held various employee health and welfare activities, conducted P.A.C.E., anti sexual harassment training, reading club etc. every week in TK and Nagapeace factories; through indoor lectures and outdoor promotions in the form of posters, festival activities, support more and more employees being aware of on-going activities in the factories. Various projects have constantly adopted innovative methods, integrating theories and practices, to create an atmosphere with harmony and peace, beneficial to both trainers and learners.



- 1-2. P.A.C.E. Training
- 3. Anti sexual harassment training
- 4. Roo hsing Reading Club
- 5. WCP project completion activity
- 6. SBF anti sexual harassment education
- 7. STOP project annual meeting



To build a safe and healthy workplace in Tanzania



The Tanzania factory has continuously emphasized safety awareness. Safety and health trainings are conducted each month. Trainings include fire drills, chemical trainings, and proper safety equipment procedures. No matter at the workshops, or a specific duty post, the compliance with standard operating procedures is always emphasized. In addition, the factory has conducted cross-cultural trainings, to let employees understand the cultural differences between China and Tanzania, anti sexual harassment, and communication trainings in the workplace; in order to encourage mutual communications and create a stable work environment.

02. CSR Power Charging Station



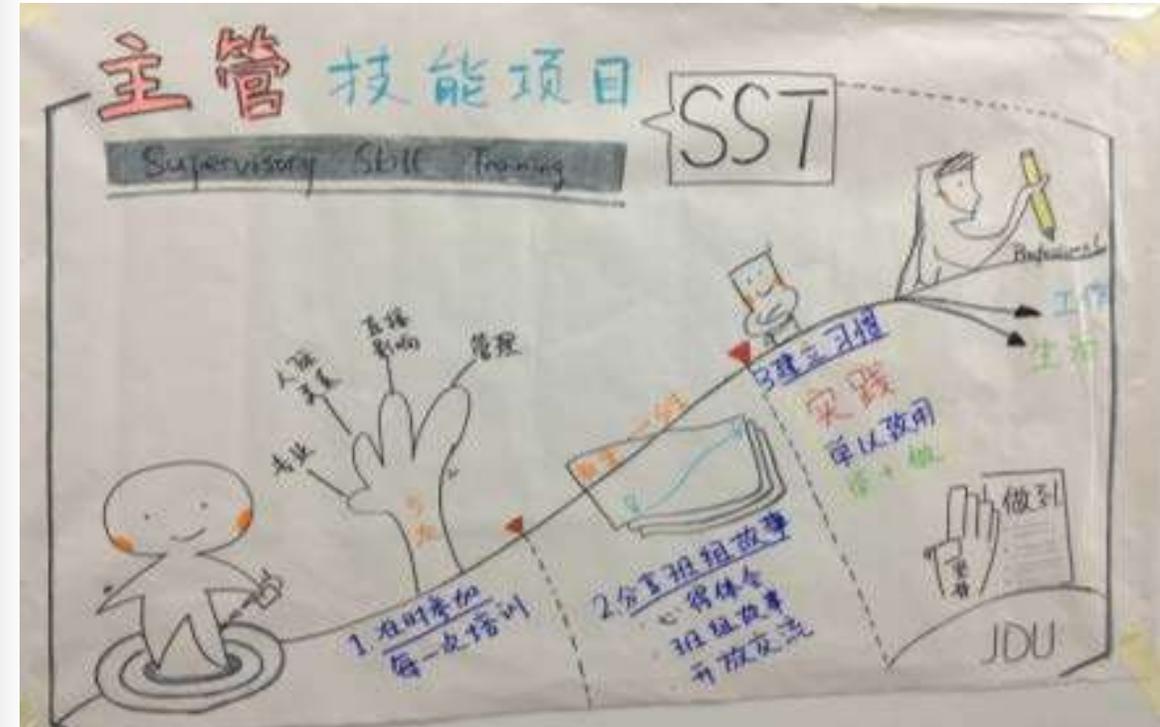
Changzhou factory has started SST (Supervisory Skill Training)

Changzhou Tooku Garments Branch 1 had started the SST (Supervisory Skill Training) project in July. The training is divided into 5 rotating phases, once every two weeks. 24 team leaders of the factory participated in this training project.

The training topics include “workers management”, “commendation”, “Poor work performance correction”, “A supervisor’s role and duties”, etc. It also includes anti-corruption, anti-sexual harassment, gender equality training, etc.. The training instructors have received TOT training and rehearsal training in the first half of 2019 to ensure the quality of the lectures.



03. CSR Telescope



04. CSR Encyclopedia

Safety visual management, hidden dangers have "nowhere to hide"

Visual management means, anyone who has seen a managed object is able to immediately correctly evaluate its normal/abnormal status, and know the method to handle the abnormalities.



Staff visualization

Uniform colorings of helmets, HSE system management conformed reflective workwear . Make people aware of the employee's position, responsibilities and emergency measures.



Equipment visual management

All equipment to list relevant information e.g. equipment name, serial number, operator. Be able to accurately obtain an equipment immediately without searching, thereby improving work efficiency.



Work site visualization

Through the division of work site, determine the managed area, the area responsible manager, make every corner a safe area of responsibility.

Through a series of safety labels, make every part of the production work "visible". Every detailed part has a strong visual strong reminder, to ensure a better safety in production.

Source: <http://www.safehoo.com/Manage/Stew/Else/201602/429576.shtml>

The Ministry of Emergency Management Order No.2 | Decision to amend the "Measures for the Administration of Contingency Plans for Work Safety Incidents"

Abstract: In order to implement the "State Council Institutional Reform Proposal", the "[Production safety accident emergency management regulations](#)" and the "Guiding opinions of the State Council on accelerating the construction of the national Integrated online government service platform" approved by the 13th National People's Congress, the Ministry of Emergency Management decided to amend some provisions of the "Measures for the Administration of Contingency Plans for Work Safety Incidents" (Order No. 88 of the State Administration of Work Safety):



06. CSR Kaleidoscope

Unintended successful sustainable fashion!

Designer's after-work flip flop creation has unexpectedly become eye-catching "sustainable fashion"

Give up buying expensive clothing or shoes, many people would choose instead affordable good-quality fast fashion products, going with the fashion trend. However, producing a new pair of shoes for a consumer, throwing away an old pair, this process creates pollution. Moreover, with the popularity of fast fashion, many old shoes pile up, causing a greater impact on the environment. In view of this, many begin to advocate sustainable fashion. McLaughlin is an unintended successful example of this environmentally friendly trend.



When you drink, some beverages spilled on your hand, at this moment, you quickly try to find something to wipe. For such as situation, take a wet tissue paper from your flip flop!

Constantly using old materials, finding new outlets for existing products, McLaughlin not only satisfied her passion for design, but also provided different creative ways for sustainable fashion.

07. CSR Expert

Bike-sharing helps promote a green and low-carbon lifestyle

Communal Shared bicycles have developed as a popular energy-saving and low-carbon impact transportation mode. Many of us are familiar with the concept of a "sharing economy". Bike-sharing is a good realization of a sharing economy. A simple, quick operating method. Simply scan the barcode with a mobile phone, and the bicycle can be used. This method has been welcomed by consumers, especially young people.

While shared bicycles bring convenience to us, they also effectively alleviate traffic congestions, reduce road wear, and reduce air pollution.

