

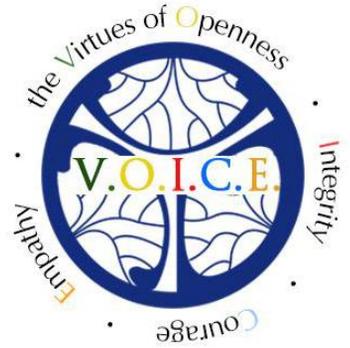
# Sustainable Roo Hsing & JDU

## Core-value Course is Flourishing

Anti-corruption, anti-sexual harassment, anti-discrimination, anti-verbal violence, passing on the core values of sustainable Roo Hsing & JDU

To exercise Roo Hsing & JDU's core values, training courses and promotions have been regularly conducted at the headquarter and local factories.

In 2019 Q3, Roo Hsing & JDU carried out educational activities at various locations in the form of training course and live quiz, on anti-corruption, anti-sexual harassment, anti-discrimination, and anti-verbal violence topics. Among them, Mr. He Yuwen, the manager of the Internal Audit department held a talk in Changzhou, from laws to company regulations, he reiterated to everyone the importance of complying with regulations and uphold integrity; Corporate Communications colleagues of the Cambodian factory introduced the definition of sexual harassment to the Chinese management. Via sexual harassment cases, let everyone understand the boundary of interaction between the sexes in work-life, and how to deal with related incidents; Changzhou Baolai Washing Factory promoted the core values with a quiz in a fun and lively manner. Employees strengthened their memory of core values during the quiz; At the Tanzanian factory, HR department colleagues communicated anti-discrimination philosophy to the entire staff, striving to create a working environment with mutual respect and understanding.



Oct 2019 Anti-corruption training at Roo Hsing & JDU Headquarters



Oct 2019 Anti-Sexual Harassment Training in Cambodia



Jul 2019 Promotion of core-values at Changzhou Baolai Washing Factory



Oct 2019 Anti-discrimination training in Tanzania Factory

# Sustainable Roo Hsing & JDUnited

## Health Promotion to Create a Safe & Healthy Workplace

### Health Promotion Activity

On Oct 9, 2019, Roo Hsing factory in Cambodia held a health promotion activity. This event was organized by the RHAC (Reproductive Health Association of Cambodia). All employees participated in the event during lunch time. A band accompaniment was invited, and employees actively answered questions related to reproductive health in a happy atmosphere. The event not only helped employees understand and consolidate their understanding of reproductive health knowledge, but also created a pleasant atmosphere.



JDUnited has been constantly paying attention to employee safety. From employee health examination to PPE (Personal Protective Equipment) training. The company focuses on production as well as safety, and is committed to creating a safe and healthy working environment.

Top 1-2: free medical check for staff at XiangCheng Mar Garment factory in Henan.

Top 3: PPE training in Tanzania factory

Top 4: first-aid training at Roo Hsing factory in Cambodia

Right: fire drill at Roo Hsing factory in Cambodia

# Sustainable Roo Hsing & JDU

## Active Roo Hsing & JDU

In recent years, Roo Hsing & JDU has been actively promoting various talents and potential development projects and activities. Through cooperations with customers, government / non-government organisations at operating points, diversified channels and resources are obtained. JDUnited invested manpower and funds to continuously run the projects. In 2019, JDUnited independently launched and led the J.R.H. (Roo Hsing & JDU health project), designed the project and is committed to create a safe and professional work environment. The company discovered and trained a team of professional internal trainers. Today, key projects include: HER, P.A.C.E., SBF, CARE, etc., hoping to integrate the group's culture and improve the well-being of employees.



### P.A.C.E. Project

On 17-18 Oct 2019, 4 MTs (master trainers) from Cambodia went to Monduliri Province to participate in a training camp. On 14-15 Nov 2019, 3 MTs from China went to Guangzhou to participate in the P.A.C.E. training camp.

### SST Project (Supervisor Skills Training)

On 27 Sep 2019, 23 team leaders from Changzhou successfully completed a SST (Supervisor Skills Training). SST is a project to improve the ability of first-line team leaders of the factory. The course covers: being a professional supervisor, establishing interpersonal relationships, direct influence, and managing workers etc. 5 course sessions were conducted face-to-face. The course is mainly based on interactive and experiential learning, combined with group discussions. Let team leaders review their performance at work and summarize how to improve.



### Festival Celebration

On 21 Sep 2019, Cambodia celebrated the Pchum Ben Day. Our factory held a lucky draw and played music. Employees celebrated the festival in a pleasant atmosphere. The Pchum Bend Day is a traditional religious festival in Cambodia.



Do you want to become an Internal Trainer? You will train your verbal and public speaking skills, and have the chance to participate in external trainings!

Application: send your application by email to [han.liang@jdunited.com](mailto:han.liang@jdunited.com); or to Corporate Communications. Come and join!