

Corporate Social Responsibility Policy

TP-Link Group

At TP-Link, we understand the significance of our role in the technology sector and the impact it has on the broader community and environment. As a participant of UNGC, we commit to align our business strategies and operations with Ten Principles on human rights, labor, environment, and anti-corruption, ensuring that our products are developed and delivered in a socially and environmentally responsible manner.

Our core principles include:

1. **Ethical Business Practices:** We pledge to conduct our business with the highest standards of integrity, ethics, and transparency, work against corruption in all its forms, including extortion and bribery.
2. **Environmental Sustainability:** We are committed to minimizing our environmental footprint by adopting sustainable practices, incorporating sustainable design, energy-efficient technologies, and responsible manufacturing processes.
3. **Social Inclusivity:** We embrace diversity and inclusion, fostering a workplace that respects and values differences. We strive to create equal opportunities for all, promoting a culture of fairness and non-discrimination.
4. **Health and Safety:** We prioritize the health and safety of our employees, providing a secure working environment and promoting wellness programs. We invest in the continuous learning and development of our employees, empowering them to reach their full potential.
5. **Community and Stakeholder Engagement:** We actively seek input from stakeholders, including employees, customers, and communities, to continuously improve our CSR practices. Our aim is to make a positive impact on society through partnerships and collaborations.
6. **Supply Chain Responsibility:** We expect our suppliers to adhere to ethical business practices, ensuring fair labor conditions, environmental responsibility, and ethical sourcing of materials. We are committed to upholding human rights within our supply chain and actively work to prevent any form of exploitation.
7. **Conflict-Free Materials:** We commit to avoiding the use of conflict minerals in our products and actively support responsible sourcing initiatives.
8. **Reporting and Transparency:** We will provide regular reports on our CSR initiatives, achievements, and challenges, promoting transparency and accountability.
9. **Compliance and Governance:** We established a Sustainability Committee to oversee the corporate's CSR initiatives, ensuring alignment with our overall business strategy. We commit to complying with all applicable laws and regulations related to CSR in the regions where we operate.