

# Human Rights Policy

**TP-Link Group**

## General Provisions

### 1. Purpose

As a global leader of reliable networking devices, TP-Link has recognized its essentiality to respect and protect human rights. The basic principle of People com first helps TP-Link to ensure its business' continued growth.

The TP-Link Human Rights Policy (Policy) was developed by TP-Link Sustainability Committee and approved to publish by the CEO of TP-Link Group. The Policy outlines TP-Link's commitment to respect and support human rights. TP-Link is dedicated to respecting the rights of our employees, workers in the supply chain, customers, and other external stakeholders.

### 2. Scope

This Policy applies to all directors, officers, and employees (temporary or permanent) worldwide, regardless of specific TP-Link entity or subsidiary (wholly or partially held) (hereinafter collectively referred to as "TP-Link Employees" or "Employees"). Business partners, contractors, suppliers, and other stakeholders are also encouraged to apply this Policy where practicable.

### 3. Responsibilities

- **TP-Link Sustainability Committee** is responsible for establishing, reviewing, and updating the Policy annually to ensure its compliance with the industry standards.
- **Senior Management** have the ultimate responsibility for the compliance of this Policy within their operations. Making sure that all Employees are aware of the Policy and know what their responsibilities are in relation to protecting the human rights of all Employees.
- **Employees** are obliged to strictly adhere to the principles set out in this Policy. Actively engaging the related training activities to improve their own awareness. Reporting any potential violation of the Policy promptly.
- **Suppliers, contractors, and other stakeholders** are encouraged to monitor the enforcement of this Policy and report any violation of the Policy promptly.

## Core Principles

### 1. Compliance to Laws, Regulations, and Industry Standards

- Comply with all applicable laws, rules and regulations of the countries and regions where we operate. Where laws and regulations do not provide adequate controls, apply higher standards to protect human rights.
- As a participant of the United Nations Global Compact (UNGC), TP-Link is committed to following the Ten Principles of UNGC.
- Respect human rights and labor standards based on the International Bill of Human Rights, including The Universal Declaration of Human Rights, The International Covenant on Civil and Political Rights, The International Covenant on Economic, Social and Cultural Rights and The International Labor Organization's (ILO)

## Declaration on Fundamental Principles and Rights at Work.

### **2. Working Conditions**

- Provide a safe and healthy environment for employees; Strives for continuous improvement to achieve the top health and safety standards.
- Ensure working hours are not exceed the maximum set by local law; all overtime shall be voluntary.

### **3. Diversity, Non-discrimination, and Equality**

- Ensure freely chosen employment and equal employment opportunities.
- Offer equal pay for equal work performed at equal levels in similar locations.
- Eliminate any form of harassment or unlawful discrimination based on race, color, religion, gender, age, sexual orientation and gender identity, nationality, disability, or personal in any kind of situations.
- Eliminate any form of harsh and inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal.

### **4. Freedom of Association and Collective Bargaining**

- Develop communication channels between workers and management. Communicate regularly with employees and value voices from employees.
- Uphold freedom of association; Respect employees' rights to form and join organizations out of their own choosing.

### **5. Child Labor and Forced Labor**

- Comply with all local applicable laws and regulations relating to hiring children. Prohibit and do not support child labor.
- Prohibit forced labor, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery, or trafficking of persons.
- Ensure all work is voluntary.

### **6. Supplier Chain Management**

- Require suppliers' adherence to the TP-Link Supplier Code of Conduct. Set forth clear human rights protection requirements for business partners, contractors, suppliers, and other stakeholders.
- Assess their performance through necessary inspections and audits.

### **7. Communication, Review and Monitoring**

- Conduct regular communication regarding this Policy with all Employees, business partners, contractors, suppliers, and other stakeholders.
- Review the Policy annually to ensure its compliance with the latest local laws and regulations as well as the industry standards.
- Monitor the human rights performance and report on a regular basis through the establishment of internal control mechanisms.

### **Speaking Up**

If you witness any violation of this Policy or notice any potential violation, please promptly report to your supervisor or contact with compliance management department at [compliance@tp-link.com](mailto:compliance@tp-link.com).