

# 人权基本政策

## Human Rights Basic Policy

### 尊重基本人权

我们认识到个人在企业活动各方面的不同价值，并根据国际准则尊重和捍卫所有人权。

#### **Respect for basic human rights**

We recognize the diverse values of individuals in all aspects of corporate activities and respect and defend all human rights in accordance with international standards.

### 健康与安全

我们提供健康安全、环保的厂房、机器设备及工作环境，确保公司生产区和生活区符合法律法规、CSR(SA8000)标准要求以及相关利益方的行为规则。我们制定并推行健康安全与环保计划，定期检查、检测及评估公司健康安全与环境状况，确保公司的健康安全政策行之有效。员工不会因提出安全问题而受到纪律处分，访客也不会因提出安全问题而遭遇不利后果。

#### **Health and Safety**

We provide healthy, safe, and eco-friendly factories, machinery and working environment, and ensure that the company's production and living areas comply with laws and regulations, CSR (SA8000) standards and the rules of conduct of relevant stakeholders. We develop and implement health, safety, and environmental protection programs, to regularly check, test and evaluate the health, safety and environmental conditions of the company to ensure effective implementation of the company's health and safety policies. Employees will not be disciplined for raising safety issues, nor will visitors face adverse consequences for raising safety issues.

### 废除歧视

我们在公司活动中尊重每个人作为个体，不得以任何方式歧视种族、国籍、民族、信仰、宗教、社会地位、家庭出身、年龄、性别（特别是严禁任何形式歧视女工，特别是歧视孕妇）、性取向、残疾、使用语言、婚姻状况。公司在同工同酬的基础上，实行上年度个人绩效及能力因素浮动的宽带薪酬制度。

#### **Anti-discrimination**

We respect each person as an individual in corporate activities and shall not discriminate against any person because of race, national origin, ethnicity, creed, religion, social status, family origin, age, gender (In particular, any form of discrimination against women workers, especially pregnant women, is strictly prohibited), sexual orientation, disability, language, marital status. On the basis of equal pay for equal work, the company implements the broadband salary system considering individual performance and ability.

### 禁止骚扰与不正当惩罚

我们不应从事关于性别、职位或以任何其他方式的骚扰，或以任何贬低、贬低他人尊严或造成精神不适的行为，同时，我们禁止任何形式的惩罚行为，包括体罚、恐吓、辱骂、罚款及其它任何形式的精神或肉体上胁迫，语言上的侮辱。

### **Prohibition of harassment and unjust punishment**

We shall not engage in harassment with respect to gender, position or in any other way, or by any behavior that demeans the dignity of others or causes mental discomfort. At the same time, we prohibit any form of punishment, including corporal punishment, intimidation, verbal abuse, fines, and any other form of mental or physical coercion or verbal insult.

### **禁止童工和强迫劳动**

我们绝对禁止使用童工，不与任何故意使用童工的供应商或分包商合作。公司人力资源部建立并维护公司禁止使用童工的政策和程序，确保公司活动符合国际劳工法、国家法规和相关标准要求，定期调查评估程序的执行效果。确保公司活动符合国家法律法规和各利益相关方的标准与要求。

### **Prohibition of child labor and forced labor**

We absolutely prohibit the use of child labor, and do not cooperate with any suppliers or subcontractors who intentionally use child labor. The company's Human Resources Department formulates and maintains the company's policies and procedures against child labor to ensure compliance with international labor law, national regulations and relevant standards, and regularly investigate and evaluate the effectiveness of the procedures. It ensures that the company's activities comply with national laws and regulations and the standards and requirements of various stakeholders.

### **尊重劳动者的权利**

我们根据国家相关法律法规安排工作时间，禁止强迫员工加班。保证达到当地法规要求和标准，以及行业标准和各相关客户的社会责任准则要求。合理安排工人的上班时间与休息休假时间。我们尊重员工自由权利，包括雇佣自由、辞工自由，加班自由及行动自由，禁止使用任何形式的强迫劳工，包括囚工、契约劳工、抵债劳工。人力资源部负责制定和实施公司禁止强迫和强制劳动的政策或程序。

### **Respect for labor rights**

We arrange working hours in accordance with relevant national laws and regulations and prohibit forced employees to work overtime. We ensure compliance with local regulatory requirements and standards, as well as social responsibility guidelines for each industry standards and relevant customer. We respect the employees' rights of freedom, including freedom of employment, resignation, working overtime and movement, and prohibition of the use of any form of forced labor, including imprisonment, indentured labor, and bonded labor. The Human Resources Department is responsible for formulating and implementing the company's policies or procedures prohibiting forced and compulsory labor.

### **尊重自由结社与集体谈判权利**

我们尊重员工自由结社、参加工会和集体谈判的权利，建立并保持有效的申诉和投诉程序，确保公司活动符合法律法规及相关社会责任体系的标准要求。工会建立并维持公司自由结社与集体谈判的政策或程序，组建工人代表大会，支持员工选举工人代表和集体谈判的建立、运行或管理，并为工人代表的活动提供场所与相关便利条件。

### **Respect for freedom of association and collective bargaining**

We respect the rights of employees to associate freely, join trade unions and bargain

collectively, establish and maintain effective grievance and complaint procedures, and ensure that the company's activities comply with the standards and requirements of laws and regulations and relevant social responsibility systems. The trade union is established to maintain policies or procedures for free association and collective bargaining in the company, establish workers' congress, support the election of worker representatives by employees and the establishment, operation, and management of collective bargaining, and provide venues and relevant assistance to the activities of worker representatives.

### **沟通与投诉**

每个人都有权提出正式投诉，不得因提出投诉而受到歧视或遭受报复。我们保证对提交投诉的人员进行匿名保护。我们努力确保规程透明，让各牵涉方的权利在所有规程步骤中均得到尊重。

### **Communication and complaints**

Everyone has the right to lodge a formal complaint and shall not be discriminated against or subjected to retaliation for doing so. We guarantee the anonymity of those who submit complaints. We strive to ensure that our procedures are transparent and that the rights of all parties involved are respected in all procedures.