

# Human Rights Policy

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## Human Rights Policy

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Approved by: **Mark CHEN**

Website link: <https://www.tpv-tech.com/en/duty3.html>

### Purpose

TPV Technology (hereinafter referred to as “TPV”, “we”, “the company”) is an international technology corporate headquartered in China and one of the largest monitor and TV providers in the world. Now working with nearly 20,000 employees around the world, TPV has been working for benefitting from ‘Create a safe and happy workplace’.

The “Human rights policy” (“Policy”) is formulated by ESG department, and finally issued by SVP. With the Policy, we would like to show our commitment to internationally recognized human rights. We are dedicated to respecting the rights of our employees, supply chain workers and customers.

### Scope

The Policy applies worldwide to TPV and its subsidiaries, affiliates, partnerships, ventures and other business associations that are effectively controlled by TPV, directly or indirectly, and all directors, officers and employees of the company.

### Commitment to respect human rights

As a participant of the *United Nations Global Compact*, we made a public commitment to respect and support human rights and comply with international standards.

We are committed to 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*. We prohibit modern slavery within TPV.

We are committed to complying with local laws and regulations. Where laws are silent as to protected human rights or even invasive to our human rights principles, we will work on developing our own solutions to advance our values and commitment to respect human rights.

We are committed to human rights and not only apply our Human Rights Policy to the employees of the company and subsidiaries, but also use reasonable endeavors to extend our influence to our associates and the TPV representatives in the joint venture companies in which TPV has an interest, employees of business partners and people in communities where we or our business partners may have an impact on.

We are committed to working with business partners and other stakeholders to fulfill our human rights commitment, seeking each role to make their own efforts to respect human rights. We require our suppliers' adherence to the TPV Supplier Code of Conduct and other implementing policies and labor standards. We include an annex to our *Procurement Contract* which is aligned with the *Responsible Business Alliance Code of Conduct* (hereinafter referred to as RBA Code), the standards of ISO 14001 and ISO 45001.

Also, as a member of the Responsible Minerals Initiative, Association Connecting Electronics Industries (IPC) and the International Tin Supply Chain Initiative (ITSCI), we work together with our suppliers to prevent the procurement of the minerals which has been identified as conflict minerals directly or indirectly.

## **Our focus on human rights**

### **Working conditions**

Complying with the laws and regulations in the nations and regions where we operate, we make sure that the national regulations and agreements on working hours, wages, overtime pay, regular paid holiday and statutory benefits are adhered to. All overtime shall be voluntary. In case of the absence of local legislation, we would work on developing our own solutions to ensure the employees' reasonable working condition.

We do not compromise on a safe and healthy working environment for all employees and we are committed to offering safe and healthy workplaces in accordance with national legislation. In case of the absence of local legislation, we would work on developing our own solutions to protect the employees' health and safety. And we seek continuous improvement of our occupational health and safety performance and continue to drive our health and safety management system of manufacturing sites in line with local regulatory requirements or international standards such as ISO 14001 and ISO 45001.

### Diversity, equality and inclusion

We respect the international rights of employees to be treated equally in employment and occupation and have equal opportunities in line with the fundamental *ILO Conventions 100 and 111*. As our Code of Conduct states, we offer equal pay for equal work performed at equal levels in similar locations. We do not tolerate any form of harassment or discrimination based on race, color, religion, gender, age, sexual orientation and gender identity, nationality, disability, or personal history in recruitment, compensation, training, promotion, and dismissal.

We do not tolerate harsh and inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of our employees or the threat of such a treatment. We aim to build workplaces where team members with diverse value and experiences could work together and respect each other, and where individuals can work confidently with a sense of growth and fulfillment.

### Training and career development

We provide comprehensive training and development opportunities to help employees continuously improve their skills and professional qualities, and achieve personal and career goals.

### Freedom of association and collective bargain

As stated in our Code of Conduct and in line with the fundamental *ILO Conventions 87 and 98*, we respect the employees' rights to form and join organizations out of their own choosing, and ensure that employees have a voice and rights to represent. The employment is not made subject to the condition not to join a union or relinquish trade union membership. Neither will we cause the dismissal of a worker, or otherwise prejudice, by reason of trade union membership.

We will not interfere with labor organizations or take any actions with the object of placing such organization under the control of TPV. We also respect the employees' rights to arrive at a collective agreement that regulates terms and conditions of employment, including wages, working time, training, occupational health and safety and equal treatment.

### Child Labor

We respect the rights of the child as stated in the *United Nations (UN) Convention* on the Rights of the Child, including the right to education, the right to rest and play and the right to have basic needs met. We

comply with all local applicable laws and regulations relating to hiring children and we do not employ children or support the use of child labor.

As stated in our Code of Conduct, we will not engage in, or allow, child labor within our facilities. We follow the ILO definition of the minimum age for admission to employment or work. We comply with local law if it sets a higher age to define child labor. When employing young employees under 18, we will ensure they will not be employed in any work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children, as is meant in *ILO Convention 182* on the worst forms of child labor.

As for the work that does not affect adolescents' health and personal development or interfere with their schooling, we encourage the creation of educational, training or apprenticeship programs tied to formal education for young students.

#### Forced labor

In line with the international fundamental *ILO Conventions 29 and 105*, we will not make use of forced labor or bonded labor. With forced labor we mean work performed by persons placed in an institution, slavery, human trafficking or compulsory labor as a means of political coercion or education to manufacture or assemble our products. All work must be conducted on a voluntary basis, and not under threat of any penalty or sanction. Subject to local law requirements, employees will be free to terminate their employment with TPV upon reasonable notice.

#### Migrant Worker & Internal Immigrant Worker

Migrant workers and internal immigrant worker are considered to be often vulnerable to the risks of forced, bonded, or indentured labor as well as human trafficking as they are seeking means of livelihood outside their own hometown due to the economic gap. In contrast to the case of migrant workers leaving their country, internal immigrant worker refers to an individual that is recruited and migrates from their habitual place of residence to another state or province within the same country where they are a national.

We do not permit to make use of vulnerable position of migrant worker and internal immigrant worker. We respect their human rights, especially the labor rights, and ensure fair recruitment and equal treatment of migrant workers. We are opposed to directly or indirectly charging any migrant workers, including but not limited to agency fees and labor fees. We believe that people should work out of their own free will,

not because they are forced to do so. We prohibit the use of all forms of forced labor, including indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

## Governance structure

### Accountability

- The Board provides oversight and guidance on our overall ESG strategy and initiatives, and ensure the adherence to our commitment.
- Top management team is ultimately responsible for complying with this Policy in the business and operation, and ensuring that all employees are aware of this Policy and of their responsibilities in protecting the human rights of all employees.
- Risk Management and ESG Committee works on reviewing the development of the company's ESG vision, mission, and medium and long-term strategy, and overseeing the functional implementation of ESG projects to achieve ESG targets and fulfill the commitment.
- ESG department is responsible for formulating, reviewing, and updating this Policy, to ensure the compliance with the latest local and international laws, regulations, and industry standards. Through internal monitoring mechanisms, the human rights performance is monitored and reported regularly.
- ESG taskforce implements ESG targets, plan, projects, and material issues in accordance with the company's ESG strategy, and communicate with stakeholders on ESG issues.
- Employees are obligated to strictly adhere to the principles stipulated in this Policy, participate in relevant training activities to enhance personal awareness, and report any potential violations of this Policy in a timely manner.

## Due diligence

As a global company, we have the responsibility to ensure human rights are respected, not only in our own operations but also in our value chains, including the upstream and downstream supply chain partners, suppliers and third-party contractors. Due diligence includes the following steps:

- An assessment of the company's actual and potential human rights impacts
- Integration of the assessment's findings across relevant internal functions and processes in order to ensure that potential adverse human rights impacts are effectively prevented and mitigated, and that actual impacts are remediated, as appropriate



- Tracking the effectiveness of the responses taken to address actual and potential impacts through monitoring processes, including providing for or cooperating in the remediation of negative human rights impacts the company has caused or contributed to
- Tracking progress, through appropriate metrics and systems and being prepared to communicate how human rights impacts are addressed

We expect all companies in the Group to strictly adhere to the principles contained in this Policy and to effectively protect the human rights of their employees. If employees are uncertain or have questions about the practical application of the principles in question, they should contact their supervisor or ESG department.

### Grievance mechanism

#### Remediation procedure

Through the existing grievance mechanism, we insist on providing effective remedy when the violation to human rights happens across the Group. TPV has the following remediation procedure in place for identified cases of child labor:

- The HR department needs to be informed immediately and the child will be transferred from the job station.
- The general affairs department will arrange a health examination for the child.
- TPV will inform the family of the specific child and support to send the child back to their parents.
- If necessary, TPV will provide appropriate financial assistance to pay education fee until child reach 16 years.
- If family members of the child have the ability to work, TPV will arrange that a family member can work in the company if there is a suitable position.

We keep working on building and improving the awareness and knowledge of our employees on labor rights, and airing the grievance channels for them to speak up about their human rights concerns for further treatment. We also encourage the provision of effective grievance mechanisms by our suppliers.

#### Reporting

We establish the effective communicating mechanism on the matter of human rights. We regularly communicate with all employees, business partners, contractors, suppliers, and other stakeholders regarding this Policy. We report to the public on our human rights-related commitments, efforts and

statements, consistent with this Human Rights Policy, as part of our annual ESG Report. The reporting cross references the UN Guiding Principles Reporting Framework and GRI standards.

#### Whistleblower procedure

Please raise any questions or concerns with local management, Human Resources or Legal Department. The first line of complaints is to the direct management. The next step is to the Internal Audit department as our whistleblower procedure stated. For child labor and forced labor, this channel should always be used.

We develop the whistleblower procedure<sup>1</sup> to secure openness and transparency and to address unacceptable conditions within the Groups or in our supply chain. We insist on that the information submitted is used constructively to improve, prevent and remove errors and criticized matters in the work of TPV, not to accuse individuals.

#### Quantitative targets and progress

Targets	Account ability	Measures	Progress in 2023
During 2023~2025, 0 violation of forced labor annually	HR	<ul style="list-style-type: none"> <li>Risk assessment</li> <li>Internal audit</li> <li>Training</li> </ul>	0 case
During 2023~2025, 0 violation of child labor annually	HR	<ul style="list-style-type: none"> <li>Risk assessment</li> <li>Internal audit</li> <li>Training</li> </ul>	0 case

<sup>1</sup> Report by Email: [tpv.whistleblowing@tpv-tech.com](mailto:tpv.whistleblowing@tpv-tech.com) / by Phone: +(852) 2865-4219



During 2023~2025, ensure that employee satisfaction in China is no less than 75%	HR	<ul style="list-style-type: none"> <li>• Process improvement</li> <li>• Investigation and audit</li> <li>• Risk assessment</li> </ul>	77%
During 2023~2025, within China, annual collective bargaining coverage rate $\geq$ 90%	The Union	<ul style="list-style-type: none"> <li>• Regularly engage in collective bargaining and sign collective contracts</li> <li>• Respect the freedom of association of employees and the rights of trade unions or employee representatives to participate in activities</li> </ul>	Collective bargaining remains valid; Coverage $\geq$ 90%
During 2023~2025, ensure female account for at least 26% of senior management and management	HR	<ul style="list-style-type: none"> <li>• Process improvement</li> <li>• Investigation and audit</li> <li>• Risk assessment</li> </ul>	29.56%
By 2025, have 9 manufacturing bases worldwide certified with ISO 45001 Occupational Health and Safety System	QM	<ul style="list-style-type: none"> <li>• Process improvement</li> <li>• Investigation and audit</li> <li>• Risk assessment</li> </ul>	7
During 2023~2025, annual salary payment standard and timeliness rate of 100%, and overtime payment rate of 100%	HR	<ul style="list-style-type: none"> <li>• Risk assessment</li> <li>• Internal audit</li> <li>• Training</li> </ul>	Salary payment audit qualification rate 100%, timeliness rate 100%, overtime payment rate 100%
During 2023~2025, annual employee benefit coverage rate no less than 99%	HR	<ul style="list-style-type: none"> <li>• Risk assessment</li> <li>• Internal audit</li> <li>• Training</li> </ul>	Coverage 100%
During 2023~2025, achieve no less than 36 training hours per employee each year	HR	<ul style="list-style-type: none"> <li>• Internal audit</li> <li>• Process improvement</li> <li>• Risk assessment</li> </ul>	48.11

During 2023~2025, no less than 95% of employees worldwide that are covered by the health insurance/medical insurance	HR	<ul style="list-style-type: none"> <li>Applying for health insurance/medical insurance</li> <li>Internal audit</li> </ul>	97%
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