

## Hikvision Global Human Rights Policy

### 1 Scope

This Policy is applicable to Hangzhou Hikvision Digital Technology Co., Ltd. and all its branches and subsidiaries ("Hikvision" or "we"). We respect and protect fundamental human rights and are committed to ensuring that everyone within Hikvision and throughout our value chain is treated with dignity and respect. As a participant in many global value chains, we expect that we can share this commitment with our suppliers and business partners.

### 2 Objective

This Policy clarifies Hikvision's clear commitment to the respect and protection of human rights, and sets out our policies to ensure that Hikvision and all its directors, supervisors, senior management and staff treat others and conduct business with integrity, respect and fairness.

### 3 Overview

Hikvision respects internationally recognized human rights as expressed in *the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights* ("UNGPs"), and the OECD Guidelines for Multinational Enterprises.

With reference to internationally recognized standards such as UNGPs, we endeavor to align our policies and processes with the fundamental value of "respect and protection of human rights", with the aim to prevent our products and technologies being misused in a way that infringes on the human rights of others. Meanwhile, we are also committed to complying with applicable local laws and regulations where we operate, and continually monitor emerging human rights expectations and best practices, so as to continuously improve the compliance of our business activities.

We advocate for the respect and protection of human rights, including to our customers and partners. We hope that by engaging with customers and suppliers and conveying the company's values of "respect and protection of human rights" to advance responsible business conducts, we will continue to promote the establishment of industry norms. This will help to advance the protection of human rights beyond Hikvision.

### 4 Details

The principle of "respecting and protecting human rights" is at the heart of the company's operations. We are committed to complying with the applicable laws and regulations of the countries/regions in which we operate and the internationally recognized human rights responsibilities, and we ensure that these are reflected in our policies and practices, including but not limited to the following:

#### **4.1 Employee Management: Treat each other equally and respect others**

Hikvision strives to create a working culture of mutual respect, inclusion, equality and trust for all of our employees. We do not tolerate behaviors that are violent, unsafe, unethical, inappropriate, or may affect the normal working order.

We adhere to the principles of fair and non-discriminatory treatment of employees, abide by the laws, regulations and policies on equal employment opportunities applicable in the countries and regions where we operate, and provide equal opportunities for job seekers and employees. We do not tolerate discrimination or harassment in the work place on grounds of race, color, religion, gender, age, nationality, heredity, disability or other factors unrelated to the legal and legitimate interests of the company, including but not limited to:

- Violence, coercion, intimidation, abuse, insults and slander, malicious prejudice, etc.
- Sexual harassment, including unaccepted sexual suggestions, sexual provocation, demanding sexual favors, or other improper behaviors of a sexual nature in the form of words, gestures, or physical contact;
- Other acts that violate any company policies, applicable laws or regulations, or infringe upon the human rights of employees.

#### **4.2 Product and Business Management: Technology for the Good and people-oriented**

Video technology is the core business of Hikvision. We recognize the enormous potential of video technology, which has brought positive effects on protecting social security and human life safety, improving production and management efficiency, improving quality of life, and other aspects. However, we also note that video technology may be abused. In order to guard against this risk, we integrate the concept of "protecting and respecting human rights" into our product development and application, by continuously reviewing and refining Hikvision's personal data protection practices and policies, establishing and irregularly convening our Technology Ethics Committee, optimizing and strengthening the personal data protection system and privacy protection design scheme related to the product.

Hikvision provides our products and services through distribution networks, projects, and other modes around the world. Accordingly, although in most cases we may not have accurate knowledge of the end users and deployment scenarios of the products, we, through appropriate due diligence processes and reasonable business judgment, urge and demand that our partners also carry out business activities with the basic spirit of "respect and protection of human rights". We do our utmost to identify and mitigate or avoid the human rights risks caused by the misuse of our research and development achievements.

#### **4.3 Supply Chain Management: Social responsibility, moving forward together**

Hikvision conducts business with a socially responsible attitude, and it seeks long-term collaboration with suppliers who similarly have high, exacting standards when it comes to ethics. In doing so, Hikvision promotes industry chain capacity building, and maintains long-term communication and sustainable cooperation with suppliers to build a stable, ethical and responsible supply chain.

Hikvision has issued the *HIKVISION SLAVERY AND HUMAN TRAFFICKING STATEMENT*. We have a

zero tolerance attitude towards any form of slavery, human trafficking, child labor, and forced labor, and take measures to prevent any such conduct from occurring in our supply chain.

In addition, we consider any link between minerals used in our products and armed violence or human rights abuses to be unacceptable. Therefore, we conduct supply chain investigations to enhance our conflict minerals risk control capabilities by establishing effective conflict minerals control policies and measures in accordance with the “five steps” in the *Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* issued by the *Organization for Economic Co-operation and Development*.

## **5 Governance, reporting and remediation mechanisms**

Hikvision strives to avoid any potentially adverse human rights impact caused by its business activities, and Hikvision takes appropriate actions in order to try to prevent or remedy the impact. The company has appointed a Chief Compliance Officer to better promote the construction of the global compliance system and actively implement a series of compliance efforts, including human rights governance.

In addition, Hikvision has published the Hikvision Whistleblowing Policy and establish a grievance reporting mechanism to ensure that allegations of potentially negative human rights impacts are handled objectively, efficiently and properly. The Legal and Compliance Department or other responsible departments will conduct internal investigations into potentially adverse human rights impacts and, where necessary, the company will take appropriate remedial measures to mitigate or remedy the impacts that have already occurred.

Any employee or stakeholder who encounters or is aware of a violation of this Policy may report and complain to the supervisor, the Legal and Compliance Department, or the responsible departments. We do not tolerate retaliation against any good-faith whistle blower or those who engage in our grievance processes (and we expect the same from our partners).

## **6 Training**

Hikvision should conduct at least one training annually on this Policy and human rights responsibilities of business enterprises to help directors, managers, staff, suppliers and partners better understand this Policy and the business enterprises’ human rights responsibilities. The Legal and Compliance Department should archive and record and store the training materials, the participants, and when the training was carried out.

## **7 Supplementary provisions**

This Policy shall come into force as of the date of release. If there is any conflict between this Policy and other policies, this Policy shall prevail.

The company reserves the right to amend, modify and interpret this Policy.

This Policy was approved by the Chief Compliance Officer of Hikvision.