

# TPV Human Rights Policy

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## COMMITMENT TO RESPECT HUMAN RIGHTS

TPV is an internationally renowned monitor and TV manufacturer. We are committed to providing quality products and customer services in a responsible manner. We integrate environmental and social considerations in our daily operations and believe in transparency and accountability. We believe that honesty, integrity and fairness are important assets for business.

With this human rights policy we would like to show our commitment to internationally recognized human rights.

People are at the core of our business. They are key as employees in our own operations and are working in different parts of the supply chain. We believe that we have a responsibility to respect human rights as set out in the Universal Bill of Human Rights, avoid any negative impacts and contribute to positive impacts on people. We thereby endorse the principles of the UN Global Compact and are committed to the UN Guiding Principles for business and human rights. 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.

Our commitment is partially formalized and manifested in various policies. Relevant policies are:

- Code of Conduct (CoC)
- Annex of our purchasing agreement
- CSR Supplier Code of Conduct
- Whistle blower policy

As stated in our Code of Conduct we also respect the Conventions of the International Labour Organisation, especially the fundamental conventions, related to child labour, forced labour, non-discrimination and freedom of association.

We also want to ensure that human rights are respected by our business partners. Therefore, we include an annex to our purchasing agreements 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.

TPV is committed to human rights and we do not only apply our Human Rights Policy to the employees of the company and subsidiaries, but we also use reasonable endeavours 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 impact on.

## SPECIFIC HUMAN RIGHTS TOPICS

### Safe and healthy working conditions

The health and safety of our employees, including those under temporary contracts or contracted by third parties, is our highest priority. We have established a Health and Safety (“H&S”) Committee to identify, assess and mitigate H&S-related risks across our operations. Our health and safety management system is in line with local regulatory requirements or international standards such as ISO 14001 and ISO 45001.

### Freedom of association and collective bargaining

As stated in our Code of Conduct and in line with the fundamental ILO Conventions 87 and 98, we recognize the freedom of our employees to choose to establish or associate with any organization of their own choosing (including labour unions), without TPVs previous authorization. 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 or finance labour organisations or take any actions with the object of placing such organization under the control of TPV.

We also respect the right of employees to be represented by labour unions or other employee organisations, where it is allowed by national laws. TPV engages in negotiations either on its own behalf or through employers’ organisations with a view to reaching agreement on employment conditions.

Where national laws restrict the implementation of these international standards, the company will facilitate the development of parallel means for independent and free association and bargaining in order to establish a good forum for dialogue between workers and the management. This may include the facilitation of free choice by workers to elect their own workplace representatives.

### Non-discrimination

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 in relation to employment and occupation, including discrimination based on race, color, sex, gender identity or expression, sexual orientation, age, disability, marital status, pregnancy, language, religion, political or other opinion, trade union membership, national or social origin, property, birth, covered military or veteran status, protected genetic information or other status in hiring and other employment practices such as promotion or access to training.

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.

## Forced labour

We will not make use of forced labour or bonded labor in line with the international fundamental ILO Conventions 29 and 105. With forced labour 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. Unless required by local law, our employees shall not be required to lodge financial deposits or to deposit any original government-issued identification, passports or work permits as a condition of employment. Subject to local law requirements, employees will be free to terminate their employment with TPV upon reasonable notice. Unless allowed by local law, we ask our contractors or labour providers to make sure they do not charge recruitment fees from employees as this may contribute to the risk of modern slavery. Some of our own operations are audited by an independent third party using the standards such as SA8000, which includes forced labour.

## Child protection

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. As stated in our CoC, we will not engage in, or allow, child labour 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 labour.

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 labour. Some of our own operations are audited by an independent third party using the standards such as SA8000, which includes forced labour.

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## **Wages and working hours**

We provide employees with a fair remuneration that is consistent with all applicable wage laws, including those on minimum wages, overtime hours and legally mandated benefits.

We are paying wages regularly in check form, via bank account, or in exceptional cases, in cash. Employees will be informed about the composition of their pay and benefits in a detailed and clear manner. Employees will be allowed at least one day off every seven-day period. We will ensure that working weeks are not to exceed the maximum set by local laws. Overtime should be an exception to meet short term business demand and always be voluntary. Overtime will be compensated.

## **Conflict minerals/Responsible sourcing of minerals**

We will take measures, in accordance with the OECD due diligence guidance on the responsible sourcing of minerals from conflict-affected and high-risk areas, to prevent the procurement of minerals by us or our suppliers that are financing armed groups, neither directly or indirectly, in conflict-affected and high-risk areas. With these measures we are also committed to prevent any linkage or contribution to inhuman and degrading treatment, any forms of forced or compulsory labour, the worst forms of child labour, or other gross human rights violations.

We are integrating a system of management and control to support supply chain due diligence. We publish a public Conflict Minerals Report to show our progress every year. We support the Responsible Minerals Initiative that uses an independent third-party audit to identify smelters and refiners. These minerals are known to be tin, tantalum, tungsten, gold (3TG) and cobalt.

## **Environmental impact**

We are aware that environmental impact often means affecting the health and safety of people. Therefore, we are committed to protect the environment by waste management procedures, environmentally friendly product design and prevent impact on natural resources as is elaborated in our yearly CSR report.

## Privacy

As is stated in our Code of Conduct, we respect the privacy and protect the personal identifiable information about customers, employees, business partners and other relevant individuals (“Individuals”). We process personal data of Individuals only where a legitimate business purpose exists, and in a manner consistent with the Privacy and Data Protection Principles, as set forth in the Guidelines on the Protection of Privacy and Transborder Flows of personal data of the OECD (September 23, 1980). Processing of personal data shall be relevant to such business purpose and not excessive. Furthermore, the processing of personal data shall be fair, accurate and transparent.

Individuals are able to instruct us on their choices of how we can use their personal data for marketing activities. We will respect such choices.

We recognize that children’s privacy requires special protection. Where necessary, we will seek the consent of a child’s parent or legal guardian to process personal data relating to the child.

We respect the rights of Individuals to request an overview of their personal data processed by or on behalf of TPV. The Individual may ask us that its personal data be corrected or deleted and the Individual may object to, or request further limits on the processing of its personal data. We will follow up on such requests in accordance with applicable laws.

We will disclose personal data to a third party only if necessary for the applicable business purpose of where required by law or on the basis of legitimate interest. We will be fully transparent about the disclosure of these data.

All collected personal data is accessible only by authorized personnel and the data is handled in a confidential manner. We will take the appropriate organizational and technical security measures to protect personal data. Our product development process takes the terms of non-disclosure agreement of the customers as the basis of data privacy or data protection. For example, in TP Vision Europe B.V., we have the Smart TV Privacy Policy which is based on Dutch and EU laws. As of May 2018, a new privacy regulation has been implemented in the EU and companies which control and process personal data are subject to several requirements, for example, having the right policies in place, entering into data protection agreements with other companies which process our personal data etc. Our company has already enforced several policies under the General Data Protection Regulation accordingly and will continue to implement other data protection policy in the future to protect our customer’s data privacy. Some entities in TPV also have establish their own data protection policies to be compliant with the local laws.

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## GOVERNANCE

This policy will be embedded in the company's management system as an integrated part of Human Resources, Procurement, Risk management, Internal audit and Legal compliance.

Our Board oversees the Group's ESG strategy and reporting. Human Rights are part of this strategy and we make sure that business objectives are aligned with our commitments to human rights.

The ESG Steering committee exists of independent non-executive directors and senior management. The committee strategizes the Group's direction of ESG, including human rights.

Representatives from relevant departments are represented in the ESG Taskforce, which oversees awareness raising, developing good practices and reporting.

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## IMPLEMENTATION AND 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 chain. Therefore, we are developing a due diligence system to identify, prevent and address any actual or potential adverse human rights impacts in line with the UN Guiding Principles for Business and Human Rights. Due diligence includes the following steps:

- Pro-actively identifying any actual and potential human rights risks.
- Embedding and integrating human rights into management systems and taking action to address the risks that were identified.
- Communicating about the due diligence process to internal and external stakeholders.
- Remediation where needed.

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## GRIEVANCE MECHANISM

We have a global Whistleblower policy in case the Code of Conduct is not followed. This grievance mechanism is open for all employees and external stakeholders for complaints on human rights. The Whistleblower policy is intended to supplement other more specific local grievance or complaints procedures.

### Reporting channels

- The first line of complaints is to the direct management.
- The next step is the Independent Compliance Officer (ICO). For child labour and forced labour, this channel should always be used.
- Corporate HR, the CEO, or the Group Internal Auditor or Chair of the Audit Committee.

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## STAKEHOLDER ENGAGEMENT

As a global business, we interact with a wide range of stakeholders including: employees, customers, suppliers, business partners, investors, governments, non-government organizations and other members of the community. Various avenues, such as meetings, surveys and seminars are accessible to our stakeholders to maintain an open and ongoing dialog.

## REMEDIATION PROCEDURES

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 arrange the treatment until recovery if child has disease(s) and TPV will absorb the treatment costs.
- TPV will pay the minimum wage until child reach 16 years after persuade child to quit the job.
- 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.

In case of other labor disputes, if there is any illegal operation, stop immediately and cooperate with relevant departments in a timely manner. Investigate and sort out the evidence. Pacify the relevant staff and control the development of the situation. In case of corruption and dishonesty, investigation shall be conducted jointly with relevant departments. If necessary, report to the group audit, legal or public security organs for handling.

The responsible unit shall investigate the cause of the incident and implement corrective and preventive measures. Before the implementation of the measures, the risk assessment shall be carried out and the management shall be responsible for the risk assessment. According to the needs of the situation, the emergency support leading group shall call the relevant person in charge of the emergency and the director of the relevant unit to participate in the work. This emergency should be dealt with and reviewed accordingly.

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## WHISTLEBLOWER PROCEDURE ON CHILD OR FORCED LABOR ISSUES

Our whistleblower procedure for our internal- and external stakeholders also related to child or forced labor issues. When a stakeholder issues a complaint regarding child or forced labor we assure that confidentiality is guaranteed and there will be a non-retaliation guarantee (see chapter 5 and 6 of Whistle Blower Policy). Complaints can always be submitted to the Group Internal Auditor ([tpv.whistleblowing@tpv-tech.com](mailto:tpv.whistleblowing@tpv-tech.com)), the Chairman of the Audit Committee of the CEO directly in person, or by phone, e-mail or regular mail.

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## INTERNATIONAL INITIATIVES AND MEMBERSHIPS

- We are a member of the UN Global Compact and are committed to its ten principles, which include several human rights issues since 2020. We report yearly on our progress by means of a Communications of Progress Report.
- We are a member of the Responsible Minerals Initiative since 2015.
- We (AOC and MMD) are collaborating with Pact to exclude conflict minerals in the supply chain since 2020.