

# HIKVISION SLAVERY AND HUMAN TRAFFICKING STATEMENT

## 1. Introduction

The purpose of this Statement is to address the measures that Hikvision has taken and is continuing to take to avoid modern slavery or human trafficking within our business or supply chain.

Hikvision fully supports and complies with the strictest international laws, regulations and ordinances to prevent forced labor of any kind. At Hikvision, we have zero tolerance approach to any form of slavery, servitude, human trafficking or forced labor. We are committed to doing business with integrity and transparency and to building an effective system against any form of modern slavery or human trafficking taking place within our business or supply chain.

## 2. Our organization

Hikvision, headquartered in Hangzhou, China, is a world leading security product manufacturer and solution provider. Our mission is to explore innovative ways to make the world safer.

Today, Hikvision employs more than 50,000 people and provides products and solutions by working with more than 100,000 global distributor and integrator partners in more than 150 countries and regions around the world.

## 3. Our Code of Ethics and Business Conduct

At Hikvision, we adhere to the principles of honesty and trustworthiness, legality and compliance, and regard these concepts as the cornerstones of sound and sustainable development. We have our own Code of Ethics and Business Conduct, applied to all employees, including our management team and Board of Directors, in order to define the values and guidelines upon which Hikvision conducts its business, and to ensure that our daily business is conducted in an ethical way and in accordance with all applicable rules and regulations of the jurisdiction where we operate.

We also have a whistleblower policy and complaint-report mechanism to ensure all employees and stakeholders can raise issues and concerns about our business operation or supply chain. We continue reviewing and updating our policies, procedures and management systems to improve our compliance governance capabilities.

## 4. Our Commitment to Respecting to Human Rights

Hikvision fully respects and has implemented the foundational and operational principles laid out in *the U.N. Guiding Principles of Business and Human Rights*. Its conception of human rights is reference to universal, internationally respected and codified human rights, particularly as expressed in *the International Bill of Human Rights* and *the International Labour Organization's Declaration on Fundamental Principles and Rights at Work*.

Hikvision categorically opposes all forms of forced labor, child labor and modern slavery, and does not permit it within the Company or in any of the Company's value chains. Hikvision does not, nor has it ever knowingly, made use of any forced labor anywhere in the world, or receive any relevant report.

## **5. Our Manufacture Facilities**

We have seven manufacturing facilities located in Binjiang, Hangzhou, China; Tonglu, Hangzhou, China; Chongqing, China; India and Brazil. In every region, Hikvision respects the rights of indigenous peoples, women, national, ethnic, religious and linguistic minorities, children, persons with disabilities, and migrant workers and their families.

Our Recruitment Management Policy clearly states that Hikvision guarantees to its employees equal employment opportunity and freedom from harassment or discrimination of any kind in the work place. Slavery and human trafficking are strictly and explicitly prohibited. In case of any red flags, we would carry out due diligence to avoid the slavery and human trafficking risk.

All factories strictly abide by the applicable local laws and regulations, and none of our Factories employ child labor.

## **6. Our Supplier Management**

Our supply chains include more than 1,000 suppliers. To ensure all those in our supply chain and contractors comply with our values and ethics, Hikvision's suppliers are selected after satisfying rigorous criteria and are subject to regular audits. We properly manage suppliers at two stages – supplier development and selection, and supplier competence monitoring in accordance with the *Standards of Supplier Development and Selection Management*, the *Procurement Framework Agreement* and the *Supplier Corporate Social Responsibility Commitment*, among other internal regulations on supplier management.

When developing and selecting a supplier, social responsibility is listed as part of the standard threshold alongside general evaluation indexes such as product quality, technology and service. A Supplier is required to sign a *Supplier Corporate Social Responsibility Agreement*, which specifically set forth requirements as contractual obligations in the areas of human rights, labor, environment and anti-corruption. Specifically, for anti-slavery and human trafficking related requirements, it strictly prohibits any form of compulsory labor or forced labor, ensuring good working conditions.

We monitor our Supplier's competence on an ongoing basis. Our *Management Regulation on Supplier Evaluation* has been formulated with reference to the ISO 14001 Environmental Management System, the ISO 45001 International Standard for Occupational Health and Safety (OH&S) Management, and the SA8000 Social Accountability International Standard. We assess suppliers from different dimensions such as competence, performance and social responsibility. Assessment schemes on qualified suppliers are developed every year and implemented quarterly and annually. Upon evaluation, we reward, punish or end our partnership with existing suppliers, to optimize our supplier structure and resources.

In addition, Hikvision has established a conflict minerals management and control system to ensure that it does not make any direct or indirect purchases of conflict minerals such as, tungsten, tantalum, gold and cobalt from any sources that may finance or benefit armed groups in the Democratic Republic of Congo and other politically unstable areas. This system operates in accordance with “five steps” stipulated in the *Organization for Economic Co-operation and Development’s Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*. As of December 31, 2021, nearly 1,000 of Hikvision’s suppliers had gone through our conflict metals review.

## **7. Training**

To deepen understanding of the risks and compliance requirements of modern slavery and human trafficking in our supply chains and our business, we provide tailored training materials to both employees and suppliers.

Compliance Seminars and Compliance Classes have been organized to provide the latest legal advice to suppliers, urge them to improve their management systems, and ensure their legal and compliant operations.

## **8. Our Effectiveness**

Hikvision underlines the management of suppliers’ social responsibility. Our Internal Audit Department conducts complete audits of our factories within a financial year. We also engage an independent third party, IQNET, to conduct an externally facilitated reviews to bring insights on ways that we can tackle slavery and human trafficking. IQNET uses the following key performance indicators (KPIs): Recruitment management system; Environmental and occupational health and safety management; and On-the-spot investigation, to assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains. It has certified that Hikvision has met the Social Accountability 8000 International standard (SA8000).

## **9. Further information**

We release an Environmental Social and Governance Report annually, which includes further information on our efforts regarding corporate social responsibility and sustainable development. Every report is available on [www.hikvision.com](http://www.hikvision.com), both in Chinese and English.

Should you have any questions or concerns, please contact at [compliance@hikvision.com](mailto:compliance@hikvision.com).