

HIKVISION COMMITMENT TO SOCIAL RESPONSIBILITY

As part of its commitment to social responsibility, Hikvision has adopted the following supplier standards on behalf of itself and its group companies. Hikvision UK subscribes to these standards and is publishing them on its website on a voluntary basis in support of the UK Modern Slavery Act 2015.

The Hikvision supplier standards set out below apply not only to direct suppliers, but throughout the supply chain (that is, to all suppliers of suppliers down to the original supplier). Hikvision expects and requires its suppliers throughout its supply chain to adhere to these standards.

These standards apply to all persons performing services for a supplier, whether as employee or contractor and whether on a permanent, temporary or casual basis, and the term "workers" is used to refer to all persons who perform services for a supplier.

1. Prohibition of Child Labor

Suppliers must not engage workers who are under the age of 16 years of age. Suppliers must establish suitable working conditions to protect the health of young adult workers aged between 16-18 years.

2. Prohibition of Forced and Compulsory Labor

All forms of forced labor, such as violence, intimidation, illegal restriction of personal freedom, lodging of financial deposits and the retention of identity documents are prohibited, and all suppliers must ensure they do not engage in any such practices. Workers must not be kept at any workplace premise involuntarily. All overtime must be undertaken by workers on a voluntary basis.

3. Workplace Health and Safety

Suppliers must provide a safe and healthy workplace environment and take effective steps to prevent potential accidents and injury to workers.

4. Freedom of Association and the Right to Collective Bargaining

Suppliers must uphold the principle of freedom of association and in connection with this recognize the right of workers to engage in collective bargaining in accordance with applicable laws. Trade union members and leaders must not be subjected to discrimination.

5. Prohibition of Discrimination

Suppliers must not engage in any form of unlawful discrimination in hiring, remuneration, access to training, promotion, termination or retirement. Irrespective of local laws, discrimination on any of the following grounds is prohibited: gender, caste, nationality, race, religion, disability, sexual orientation, membership in a trade union or works council, political affiliation or opinions and/or age.

6. Prohibition on Physical Punishment

Suppliers are prohibited from engaging in any physical punishment of workers. Psychological and physical abuse and the use of abusive language in the workplace are prohibited.

7. Working Hours

Suppliers must comply with applicable laws and industry standards on working hours. The regular working hours should be no more than 40 hours from Monday to Friday and working on Saturday is to be counted for 8 overtime hours. The maximum allowable overtime hours in a workday is 3 hours, subject to a maximum of 12 hours in a week and 36 hours in a month. Workers must receive at least one free day following six consecutive days worked. Overtime hours are to be worked solely on a voluntary basis and to be paid at a premium rate.

8. Compensation

Wages must be paid at least monthly and more frequently if required under applicable law. Wages must meet or exceed the local standards on minimum wages. Overtime shall be paid at the 150 percent of the normal wages for normal overtime and 200 percent of the normal wages for overtime on a rest day and 300 percent of the normal wages for overtime on statutory holidays.

9. Facilities

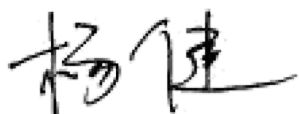
Suppliers shall ensure that there are adequately trained health and safety teams and equipment at each of their facilities and that health equipment is maintained and checked regularly.

10. Fire protection and Safe

Suppliers must have in place a fire safety team to provide regular fire safety education and training. Suppliers must have in place emergency plans for fire protection and safety, adequate fire-fighting equipment, a clear fire escape route map and regular fire drills.

11. Welfare

Suppliers must provide clean and safe accommodation and space to deal with emergency medical accidents. They must provide suitable places for workers to eat, and these spaces must be cleaned regularly.



Jason Yang
For and on behalf of Hikvision UK Limited

Dated: ...30/10/2020.....