

# Human Rights Policy and Management Plan

## Article 1. Purpose

We (*'D-Link Corporation'*) established this policy to uphold the basic human rights of employees; create an environment with human rights protection; recognize and support key international human rights standards, including the Universal Declaration of Human Rights of the United Nations (UN) and Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO); and request that suppliers eliminate abuses or non-compliance concerning human rights in business activities in order to ensure that members within and outside of the company are treated with equality and dignity.

## Article 2. Scope

This policy shall also apply to our subsidiaries, corporations directly or indirectly donated or financed by us over 50% of their authorized capital, and organizations or corporations of which we have substantive controlling power.

## Article 3. Support of International Human Rights Standards

We comply with the standards set out in the UN Universal Declaration of Human Rights and ILO Declaration on Fundamental Principles and Rights at Work to ban discrimination in and of any forms, forced labor and child labor, and intervention on the employee's right to freedom of association. In terms of environment, we are committed to providing employees with a safe and healthy work environment, abiding by relevant laws and regulations to make continual improvement of the safety and health of work environment, preventing accidents and occurrences, reducing the risk of occupational injuries, protecting employee safety, and promoting employees' physical and mental well-being.

## Article 4. Diversity and Anti-discrimination

We respect workplace diversity and shall not engage in unfair treatment or discrimination in and of any forms based on gender, sexual orientation, ethnicity or national origin, social class, age, marital status, language, thought, religion, political affiliation, hometown, place of birth, appearance, disability, or union membership status in order to build together a work environment with dignity, safety, equality, and free from harassment.



#### Article 5. Working Hours, Wages and Benefits

All hiring shall comply with applicable laws including working hours, overtime hours and other benefits required by law. Compensation and benefits paid to employees shall meet the applicable laws of minimum wages, overtime pay, paid leaves and mandatory benefits according to the law. Deductions from wages as a disciplinary measure shall not be permitted.

#### Article 6. Prevention of Forced Labor and Human Trafficking

As an employer and global corporate citizen, we do not accept any type of forced labor, slavery, and human trafficking including the transportation, transfer, harboring, employment, or hiring of people by means of threats, coercion, fraud, or paying anyone for the purpose of control.

#### Article 7. Underage Workers

We prohibit the employment of child labor, support the elimination of improper and illegal business transactions related to child labor and act in accordance with relevant legal requirement to ensure the measure of checking the age of new recruits.

#### Article 8. Freedom of Association

We respect the legal rights of all employees to freely form and join (or not join) unions, to bargain collectively and to engage in peaceful assembly according to the law. We shall create an environment where employees may freely express, share their concerns or make suggestions. We will also establish employee communication channels in accordance with the law so that employees do not have to worry about discrimination, retaliation, threats or harassment.

#### Article 9. Workplace Health and Safety

We are committed to providing all employees with a safe, healthy, clean and comfortable working environment. In order to provide better protection, we strive to make continual improvement regarding occupational health and safety and comply with applicable regulatory requirements to reduce health and safety risks. We periodically hold training courses for all employees with the objectives of zero work



injuries and zero accidents, and have launched required measures to ensure pregnant and breastfeeding women stay away from any high-risk working environments, and eliminate or reduce their exposure to any occupational health risk including those related to their job assignment.

#### Article 10. Information Security

To protect human rights and privacy, we have established complete mechanisms to control access, processing, transfer, and storage of customer data, and the safety of employees and equipment. We also implement security maintenance and control measures at all levels, including the development, design, and maintenance of relevant application systems, databases, networks, personal computers, and storage media. We apply encrypted transfer and authentication mechanisms for on-line transactions to prevent theft, tampering, destruction, loss, or leakage of customer data to secure customer information.

#### Article 11. Contribution to the Society with Core Competencies

We endeavor to integrate resources and apply core competencies to contribute to the society. We also actively promote industry-academia cooperation to foster professional talents for the society in order to strive for the overall development of the industry.

#### Article 12. Implementation and Amendment

This policy and its amendments shall be announced and implemented after the approval by the Chairman of the Board of Directors of D-Link Corporation.

**For and on behalf of D-Link (India) Limited**

  
**Name : Tushar Sighat**

**Designation : Managing Director & CEO**

**Date : November 25, 2021**

