



LINGYI ITECH (GUANGDONG) COMPANY  
Human Rights Policy

## Introduction

LINGYI ITECH (GUANGDONG) COMPANY recognizes and respects the [United Nations Guiding Principles on Business and Human Rights](#), [International Labor Organization Conventions](#) and the laws and regulations in the locality of operation.

This policy applies to LINGYI ITECH (GUANGDONG) COMPANY and its subsidiaries

1. Employees of the Company shall have the right to establish grass-roots trade union organizations and carry out trade union activities in accordance with the provisions of the Trade Union Law of the People's Republic of China.
2. The Company is committed to providing all employees with basic rights and freedoms, including the right to choose employment.
3. The company strictly implements the "Provisions on Prohibition of Child Workers" of the State Council, prohibits the recruitment of child labor, and tries our best to safeguard the legitimate rights and interests of juvenile employees. Child labor refers to the child whose age under 16 years old and engages in labor with economic income within a labor relationship with a unit or individual or engage in individual labor. Juvenile workers refers to the labor whose age between 16 to 18 years old.
4. The company strictly prohibits the irresponsible introduction of child labor into the factory, the removal of child labor, negligence of duty and misuse of child labor. The company strictly checks the ID card and other documents(original) of the interviewee during the recruitment according to "the management regulations of juvenile workers and prohibition of the use of child labor" . Those who do not have ID card, are under 16 years old or hold false documents will not be employed. When the children under the age of sixteen are found misused, immediate notice must be given to the human resource & personnel administration supervisor with full settlement all its salary and stop the work, but they could not be driven out. At the same time the HR personnel should take remedial measures, including providing health check-ups, assigning personnel escorted home or taking back by the guardian, provide welfare, etc.
5. The company attaches great importance to talents, sincerely recruit talents, adhere to the principles of open recruitment, equal competition and merit-based recruitment, according to the "Recruitment Operation Instructions" to provide competitive salary and benefits and fair and just competition context.
6. The Company shall safeguard the legitimate rights and interests of female employees in accordance with "Measures for Labor Protection and Management of Female Employees".
7. The company is committed to providing a reliable, safe and healthy working environment. Strictly follow and implement company policies and documents to prevent and control the occurrence of hazardous factors in the workplace. Committed to reduce accident, injuries and health risks.
8. The Company requires suppliers to comply with human rights policies and assess their performance of human rights protection in the suppliers' annual audit.