

Human Rights Policy

Zyxel Networks Corp. (hereafter, "ZNet") follows globally well-known human rights standards including UN Universal Declaration of Human Rights, International Labor Conventions, Global Sullivan Principles, and Declaration on Fundamental Principles and Rights at Work.

ZNet takes practical actions in line with Responsible Business Alliance Code of Conduct, and strictly complies with laws to protect human rights of our employees.

In written policies and procedures, ZNet has clear internal documents such as "Work Rules", "Employee Manual", "Sexual Harassment Prevention", and "Anti Workplace Bullying" policies to ensure employees are properly looked after. We focus on but not limited to below Human Rights protection principles:

1. Ensure freely chosen employment and equal employment opportunity.
2. Abolish child labor.
3. Make working hours and wages legal and reasonable.
4. Prohibit forced labor, harassments, and bullying.
5. Eliminate unlawful discrimination.
6. Uphold freedom of association.
7. Provide a safety and healthy workplace.
8. Support physical and psychological well-being of employees.
9. Communicate regularly and value voices from employees.
10. Review and assess human rights initiatives periodically.

Furthermore, ZNet formulated Supplier Code of Conduct to protect human rights for all employees among our supply chain.



We keep improving employee human rights, create an ideal workplace, and bring positive influences to our society. Eventually, our ultimate goal is to make ZNet a sustainable and admirable company.

A handwritten signature in black ink, appearing to read "Gordon Yang".

Gordon Yang, President

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