



GLOBAL HUMAN RIGHTS POLICY

Date Issued: May 4, 2021

Issuing Authority: Legal Department

OUR COMMITMENT

1. Respect for Human Rights

Poly's Human Rights Policy ("Policy") reflects our commitment to respecting the human rights and dignity of individuals within our operations, supply chain and communities where we do business. At Poly, we hold ourselves accountable for doing the right thing in the right way, every time. We treat others as we wish to be treated. We bring value to the communities and planet where we live and work.

Poly recognizes its role in upholding and respecting human rights for all people. We understand the importance of maintaining and promoting fundamental human rights in all our business operations. Our core values, policies, and corporate culture support the principles outlined in the United Nation's Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and its Follow Up, as well as the OECD Guidelines for Multinational Enterprises.

2. Our Values and Expectations

Our Code of Conduct and other Poly policies and practices convey our values and expectations for business conduct in a broad range of areas. Poly expects its employees, business partners, vendors, and suppliers to reflect Poly's values and respect for human rights. To that end, we commit to:

- Comply with applicable laws and regulations intended to promote human rights where Poly conducts business globally;
- Provide a work environment that is free from harassment or discrimination;
- Promote equal employment opportunities for all, without regard to a person's sex, gender identity or expression, race, age, religious creed, national origin, physical or mental disability, ancestry, color, marital status, sexual orientation, military or veteran status, status as a victim of domestic violence, sexual assault or stalking, medical condition, genetic information, or any other protected class or category recognized by applicable equal employment opportunity laws;
- Provide a healthy and safe work environment for our employees, contractors, and partners;
- Prohibit the exploitation of people via forced labor, human trafficking, and child labor;
- Protect privacy and data security of our employees, suppliers, and customers;
- Promote ethical business practices and continue our efforts to reduce and prevent the risk of corruption;
- Source responsibly, including promoting conflict free sourcing; and
- Undertake initiatives to promote greater environmental responsibility and sustainability.



3. Valuing Diversity

We value the diversity of people with whom we work and the contributions they make. Poly does not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. This includes behavior towards, and treatment of, individuals with unique attributes, or specific personal characteristics and statuses. Harassment is unacceptable in the workplace and in any work-related circumstance outside of the workplace. These principles apply not only to Poly employees and contractors, but also throughout our supply chain.

4. Employee Benefits and Safety

We are committed to recruiting and promoting employees ethically and in compliance with all applicable laws, and compensating our employees competitively and fairly relative to the industry and local labor market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours for our employees are limited to what is permitted by local laws.

5. Workplace Health and Safety

We are committed to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks and we engage with employees to improve health and safety in our workplaces.

6. Implementation and Training

Poly conducts training for all employees on the Code of Conduct and the matters outlined in this Policy, including employees in the supply chain, to ensure that they are knowledgeable and aware of issues and concerns surrounding the supply chain, including human trafficking and slavery. Employees, suppliers and business partners who suspect or become aware of any action in violation of our Code of Conduct or other Poly policies are expected to immediately report the violation to our Legal or Human Resources Department or via our anonymous [Ethics Hotline](#).

APPLICABILITY

This Policy is applicable to Poly's worldwide operations. This Policy may be supplemented by additional guidance, policies, or other stated requirements internal to Poly. Where Poly's requirements exceed legal obligations, Poly's internal guidance shall apply.

We monitor and report externally on our human rights commitments and efforts.

We expect our suppliers to comply with contractual requirements and to respect human rights in a manner consistent with this Policy within their operations and supply chains, or such higher standards as required by law or contract.

This Policy is evaluated regularly and updated as necessary. It is available to all interested parties at www.Poly.com. Additional details regarding Poly's approach to Environmental, Social Governance and Corporate Social Responsibility is available at <https://www.poly.com/us/en/company/corporate-responsibility>.



Poly Policies:

[Code of Conduct](#)

[Poly Business Partner Code of Conduct](#)

[Poly Supplier Code of Conduct](#)

[Poly Ethics Reporting and Non-Retaliation](#)

[Ethics Hotline](#)

[Anti-Corruption Policy](#)

[Policy Prohibiting Harassment, Discrimination and Retaliation](#)

[Equal Employment Opportunity Policy](#)