

English

We support and protect human rights wherever we can. As a responsible company with operations in nearly 100 countries and territories, we believe that strong ethics and good business go hand in hand and we are committed to complying with the laws and regulations of the countries and jurisdictions in which we operate.

To demonstrate our commitment in this area we:

- support the protection of human rights, particularly those of our employees, the parties we do business with and the communities where we operate
- respect our employees' rights to voluntary freedom of association, under the law
- provide a safe and healthy working environment
- do not support forced and compulsory labour or the exploitation of children
- support the elimination of employment discrimination and promote diversity in the workplace
- provide our employees with remuneration and tools for growing their careers, and take their wellbeing into consideration
- promote fair competition and do not support corruption
- conduct our business with honesty and integrity in compliance with applicable laws
- develop and implement company procedures and processes to ensure we comply with this policy.

Simplified Chinese

我们尽可能地支持和保护人权。作为一家在将近100个国家和地区运营业务的负责任的企业，我们相信强有力的道德规范与卓越的业务运营息息相关，我们承诺遵守各个国家的法律、法规和我们运营所在地区的司法制度。

为了兑现我们在这一领域的承诺，我们将：

- 支持人权保护，特别是我们的员工、与我们开展业务的另一方和我们运营所在社区的人权保护
- 在法律许可的范围内，尊重我们的员工自愿、自由联盟的权利
- 提供安全和健康的工作环境
- 不支持强迫或强制性用工或剥削童工
- 支持消除雇佣歧视并提升工作场所员工多样化
- 为我们的员工提供报酬和职业发展的工具，注重员工的健康
- 提倡公平竞争并且不支持腐败
- 遵守适用的法律，诚实、正直地开展我们的业务
- 开发和执行公司流程和过程，确保我们遵守此项政策。