

## HUMAN RIGHT POLICY

### Introduction

At HIKROBOT, we are committed to upholding and promoting the highest standards of human rights across our global operations. This Human Rights Policy outlines our dedication to respecting and promoting the rights of all individuals, including our employees, customers, and partners.

### Our Commitment

In line with the U.N. Guiding Principles of Business and Human Rights, we are committed to respect human rights in every aspect of our business operations. We honor the principles of internationally recognized human rights, expressly as set out in the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Respect others is one of our core values, as described in our company's Code of Conduct. We strive to avoid causing or contributing to adverse human rights impacts through our own activities and seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations and products.

### Our Action

We perform comprehensive due diligence to identify and understand the key human rights risks that may impact our operations and stakeholders. We achieve this through systematic risk assessments and by engaging with a diverse array of stakeholders, including but not limited to our supply chain workers, human rights and labor experts, financial investors, governmental bodies, and various entities.

Our proactive approach involves not only identifying potential risks but also actively working to mitigate them. We are committed to addressing any adverse impacts that may arise, ensuring that our operations are conducted in a manner that respects and upholds human rights. We continuously track and measure our progress in this regard, and we are transparent in reporting our findings to all relevant parties.

Within our operations, we are strike to take our responsibility in respect human rights in following aspects:

- **Non-discrimination**

We respect each individual's human rights and provide equality of opportunity and treatment for the purposes of eliminating discrimination. We will not discriminate on the basis of race, color, religion, gender, age, social status, family background, physical or mental disability, nor will we tolerate any other violations of human rights.

- **Child labor**

Child labor is strictly prohibited. Employment of young workers under the age of 18 is only allowed if the individual is above the local's legal age of employment. Employee under 18 is not allowed to work in operations or jobs requiring excessive force, nor in activities that may be hazardous to their health or safety.

- **Forced labor**

We strongly oppose and strictly prohibit any form of abusive or illegal labor, whether in the form of human trafficking, forced labor, prison labor, indentured labor, bonded labor or otherwise. All labor must be voluntary, and workers must be allowed freedom of movement. We prohibit inhuman treatment including corporal punishment and is committed to eliminating similar situations in our supply chain.

- **Working conditions**

We will treat all our employees fairly and honestly regardless of where they work. Each employee will have a written contract of employment. We will ensure that all employees have access to reasonable breaks, sanitary facilities and potable water at their workplace. Additionally, they are entitled to holiday leave in compliance with the applicable legal standards. Furthermore, we provide all employees with comprehensive job skills training to enhance their professional development.

- **No harassment**

We prohibit any form of intimidation, humiliation, degradation, bullying, or other undesirable verbal, non-verbal, or physical conduct toward an individual or a group of individuals.

- **Working hours**

We are committed to respect local regulations on working hours in every country in which we operate.

- **Health and safety**

We are committed to work towards our goal of zero injuries in the workplace whilst pursuing business. We strive to provide an environment of general wellbeing in the workplace.

- **Wages**

Wages and benefits paid to employees for a standard working week or month shall meet legal or industry minimum standards. Employees shall be adequately and clearly informed about the specifications of their wages.

## **Our Supply Chain**

Our business partners shall comply with all applicable laws and conduct their business ethically and responsibly. We establish expectations of our suppliers through *<Supplier CSR Commitment >* as one of our mandatory requirements for doing business with us. To ensure suppliers to provide a safe working environment for their employees, treat their employees with respect, and adhere to ethical standards in their business operations. The above requirements cover key elements through the supply chains, including basic human rights principles and responsible sourcing.

## Reporting Mechanism

We will monitor our operations and information about our suppliers for potential violations and will take all necessary actions if violations of human rights occur. We do not tolerate any form of retaliation, reprisals or harassment against whistleblowers.

Our business partners may report any concerns, known and/or suspected concern, via the following means:

Email: [Compliance@hikrobotics.com](mailto:Compliance@hikrobotics.com)