



HUAWEI'S COMMITMENT TO HUMAN RIGHTS

2020

Corporate Vision

Huawei's vision is to bring digital to every person, home and organization for a fully connected, intelligent world.

Huawei's Ethical Business Objectives

To expand the benefits of technology to everyone, everywhere, and be recognised as a responsible, listening and purpose-driven corporate citizen that cares deeply about its customers and stakeholders. To grow and build its position in the world as a force for good, contributing to future success and prosperity.

Our Commitment on Human Rights

We believe that business should help foster trust and mutual respect and understanding between societies. We recognize that business has a responsibility to bring diverse communities closer together, and a duty to contribute to the world in a positive way.



Huawei has been a member of, and signatory to the United Nations Global Compact (UNGC) since 2004.

Huawei has signed up to supporting the 10 guiding principles of the UNGC.

These include:

- *Principle 1 which states that “businesses should support and respect the protection of internationally proclaimed human rights”.*
- *Principle 2 which states that “...make sure that they (businesses) are not complicit in human right abuses.”*

Huawei is also a member of the Responsible Business Alliance (RBA), the code of conduct of which supports the United Nations Declaration of Human Rights.

Huawei is committed to being a responsible and sustainable business.

We aim to align our business with international best practice and recognized standards.

Huawei is an independent company, committed to supporting the secure operations of our customers' networks and services.

We exist to serve our customers.

We understand that human rights due diligence is an ongoing process that requires particular attention at certain stages in our business activities, such as when we start new projects or enter new markets.

We operate in more than 170 countries and regions, serving more than three billion people around the world. We are continuing to increase the awareness and knowledge of our employees and workers on human rights matters.

Our employees have the right to enjoy a respectful work environment.

To this end, providing equal opportunities related to work access and promotions is a fundamental principle, ensuring at all times that people will not be discriminated against for their sex, race, age, religion, origin, disabilities, marital status, pregnancy, sexual orientation, or social position. We also undertake to maintain a work environment free of harassment, abuse, intimidation or violence. In addition, around the world many people face particular forms discrimination and disadvantage, lack of access to skills and training, and face barriers to their active participation in the economy.



Diversity is integral to our business. We seek to manage and grow a socially responsible business where everyone can participate on an equal basis. We believe that diversity and economic inclusion are priorities.

Our approach includes fair promotion, as well as helping to develop skills and open up opportunities, both in our own operations and our wider partnerships.

We prohibit the use of forced, bonded, or indentured labour.

We have detailed, equitable regulations that cover each major phase of an employee's relationship with the company, including recruitment, employment, and exit. No incidents of forced labour have ever taken place in Huawei's history.

Huawei will not tolerate forced, bonded, or indentured labour, involuntary prison labour, slavery or trafficking of persons. This includes transporting, harbouring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services.

Huawei recognizes the risk of modern slavery due to the complexity of global supply chains in the ICT industry, and has taken steps to ensure that such practices do not take place in its business or within the businesses of its suppliers of good or services.

We prohibit the use of child labour.



We have effective policies and measures in place to prevent any recruitment or use of child labour. We also require the same of our suppliers and conduct regular audits to ensure their compliance.

Huawei considers its employees' safety and health fundamental.

Furthermore, we comply with all requirements set out under each country's laws on this matter, and take appropriate measures to ensure safety and health in the workplace.

Huawei is a private company wholly owned by its employees.

No government or any third party holds shares in our company, intervenes in our operations, or influences our decision-making.

We create local employment opportunities, pay taxes, and comply with all applicable laws and regulations in the countries where we operate.

Huawei is committed to minimizing the environmental footprint of its manufacturing, operations, and products throughout their lifecycles. Our products and solutions help industries reduce emissions and develop circular economic processes as part of our ongoing efforts to work with all industry partners to build a low-carbon society.
