

Health and Safety Policy

ZTE will always believe that humans are the most critical and important element for its development, sustainability and success, and the care of people's health and safety is one of ZTE's core jobs and priorities. ZTE is committed to creating a positive health and safety culture with the principle of "Love and Responsibility".

ZTE will strive to achieve the top health and safety standards, to provide and maintain a world class health and safety environment for employees, customers, partners and visitors.

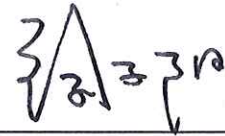
This policy applies to all ZTE employees and also those of ZTE affiliates or partners.

ZTE's Top Management will guarantee superior, competent and experienced resources and efficient actions to implement and maintain the advanced health and safety management system, so as to achieve the following goals and objectives:

- Comply with the laws and regulations of host countries and regions, as well as the relevant international industrial standards and requirements;
- Eliminate hazards as far as possible and reduce health and safety risks to an acceptable level.
- Update and provide continuous health and safety training to maintain and promote a positive and proactive health and safety culture. Ensure employees are trained and certified to perform high risk work tasks safely.
- Optimize resource configuration and continuously improve health and safety management resources to ensure knowledgeable experience;
- Devote every effort to achieve the goal of zero fatalities, zero injury and zero incidents;
- Implement the health and safety plan relevant to all employees;
- Assume health and safety responsibilities by the top management, management personnel at all levels, and front-line employees. Create and maintain healthy and safe working methods and environment, and keep verifying and improving them in practice;
- Establish and implement the process for consultation and participation of employees and their representatives, and eliminates obstacles or barriers to their participation;

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- Provide employees with the correct, sufficient and industry standard personal protective equipment to ensure they can perform their work in a safe manner as per the risks identified.
- Review, display and show the policy and performance on a regular basis;
- Conduct regular communication regarding this policy with all employees, partners and stakeholders.



Xu Ziyang

CEO, ZTE Corporation

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