

Human Rights and Labour Rights Policy

ZTE Corporation recognizes that its employees are the Company's most vital resource and their importance in making the Company successful. ZTE Corporation is guided by the aim of delivering a competitive and fair employment environment and to providing the opportunity for employees to develop and advance.

ZTE will base relationships with and between employees on respect for individuals and their human rights and will not tolerate child labour. ZTE will not accept any form of discrimination, harassment or bullying. ZTE will pursue equality of opportunity and inclusion for all employees through our employment policies and practices.

Child Labour

ZTE will not employ anyone under the age of 16 in any position, and workers under the age of 18 will not perform work that is likely to jeopardize the health or safety of young workers.

Forced Labour

ZTE will not allow forced, bonded, or indentured labour or involuntary prison labour practices in our operations. All work in ZTE will be voluntary, and employees will be free to leave upon reasonable notice. Employees are not required to hand over government-issued identification, passports or work permits as a condition of employment.

Working Hours and Wages

The working hours in ZTE comply with the local legislation and legal requirements.

ZTE aims to attract, motivate and retain high calibre staff by rewarding them with competitive salary and benefit packages which are complying with all applicable wage laws, including those related to minimum wages, overtime wages, and legally mandated benefits. Besides, employee compensation is linked both to individual and business performance as well as the external employment market. The basis on which workers are being paid is to be provided in a timely manner via HR on line system.

Non Discrimination

ZTE Corporation is committed to offering equal opportunities to all people without discrimination as to race, color, nationality, language, property, social origin, social status, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status, which shall apply to recruitment, selection, promotion,

discipline, development, compensation and termination etc. In addition, workers or potential workers are not required to medical tests that could be used in a discriminatory way.

Harassment Prohibition

ZTE is committed to providing a workplace free of sexual harassment as well as harassment based on factors such as race, color, nationality, language, property, social origin, social status, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status. ZTE will not tolerate harassment of employees by managers or co-workers, on or off-site. ZTE also will attempt to protect employees from harassment by non-employees in the workplace.

Disciplinary Practice

ZTE will treat all employees with respect and will not use corporal punishment, mental or physical coercion, any form of abuse and threat of such treatment. The disciplinary policies and procedures is clearly defined and communicated to employees.

Freedom of Association

ZTE recognizes that in many of the locations where we operate, employees have the right to freely associate or not associate with third party organizations such as labour organizations, along with the right to bargain or not bargain collectively in accordance with local laws. ZTE respects those rights of workers to associate freely, join or not join labour unions, seek representation in accordance with local laws. ZTE is further committed to creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, and team together to address workplace issues. ZTE encourage our employees to share their ideas, concerns or suggestions.



Xu Ziyang
CEO, ZTE Corporation
July 1, 2020

中兴通讯人权和劳工权益方针

中兴通讯认为员工是公司最宝贵的资源，对于公司的成功非常重要。中兴通讯致力于为员工提供富有竞争力的和公平的就业环境，提供发展和成长的机会。

中兴通讯将立足于尊重员工个人和他们的人权，绝对不使用童工。中兴通讯将不接受任何形式的歧视、骚扰或欺凌。中兴通讯将通过我们的就业政策和实践给所有员工提供平等发展的机会。

童工

中兴通讯不雇佣任何低于 16 周岁以下的员工。所有 18 周岁以下的员工不从事有可能危及到未成年工身体健康或安全的工作。

强迫劳工

中兴通讯不使用强迫、抵债或用契约束缚的劳工，或者是非自愿的监狱劳工。所有工作是自愿的，并且员工在合理通知的情况下拥有自由离职的权利。不要求员工上交政府颁发的身份证、护照或工作许可证作为雇佣的条件。

工作时间，工资和福利

中兴通讯工作时间满足当地法律规定的要求。

中兴通讯为吸引、激励和保留高素质的人才，为他们提供富有竞争力的工资和福利，满足法律法规的要求，包括：最低工资，加班工资以及法律规定的福利。同时，员工的工资和个人表现以及公司的发展，以及外部的就业市场相挂钩。工资支付清单每月定时通过人事在线系统告知员工。

不歧视

中兴通讯承诺给所有员工提供平等的机会。在招聘、选拔、升职、处分、员工发展、福利和劳动合同终止等方面无人种、肤色、国籍、语言、财富、社会出身、社会地位、年龄、性别、性倾向、种族、残疾、怀孕、信仰、政治派别、社团成员或婚姻状况等歧视。此外，中兴通讯不要求员工或准员工接受带有歧视性的医学检查。

禁止骚扰

中兴通讯致力于提供没有性骚扰以及任何基于人种、肤色、国籍、语言、财富、社会出身、社会地位、年龄、性别、性倾向、种族、残疾、怀孕、信仰、政治派别、社团成员或婚姻状况的骚扰。中兴通讯将不会容忍任何由管理层或同事，现场或非现场实施的骚扰。中兴通讯也将尽力保护工作场所雇员免受非公司员工的骚扰。

惩戒措施

中兴通讯尊重每一位员工，不采用任何形式的体罚、精神或身体压迫或口头辱骂；也不威胁进行任何此类行为。公司的惩罚性政策和措施清楚地进行界定并传达给员工。

自由结社

中兴通讯认识到，在许多我们经营场所，员工有自由加入或不加入协会的权利，包括工会组织，集体谈判的权利等。中兴通讯尊重员工的这些权利，包括根据当地法律自由结社，加入或不加入工会，选取员工代表的权利。中兴通讯承诺创造一个开放的沟通环境，员工可以与管理层沟通他们的想法、疑虑或问题，共同解决工作场所问题。中兴通讯鼓励员工分享他们的想法、问题或建议。



徐子阳

中兴通讯股份有限公司 总裁

2020年7月1日