



# QSC Human Rights Policy

## Overview

QSC recognizes that human rights are a fundamental right to all human beings. We are committed to respecting and protecting these rights of our stakeholders such as our employees, customers, suppliers, contract manufacturers, and communities. QSC upholds and respects all internationally recognized human rights including, but not limited to, the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights, and core International Labour Organization (ILO) conventions.

We have developed policies that reinforce our commitment to human rights and labor standards. QSC abides by these policies and relevant local laws, rules, and regulations in the countries we operate in.

## Commitments

QSC is committed to:

- Conducting business that respects human rights and labor standards;
- Preventing, mitigating, and remedying any adverse human rights impacts that we may identify in our operations, products, or services;
- Providing our employees with the opportunity to anonymously report any human rights concerns;
- Holding our suppliers and contract manufacturers accountable to the expectations outlined in our Supplier Code of Conduct; and
- Continuously improving our policies, procedures, and practices to uphold human rights and labor standards.

## Focus Areas

### 1. Employees

We respect the rights of our employees to work in a safe, healthy, and fair environment. QSC does not tolerate any form of discrimination, harassment, abuse, forced labor or child labor in our workplaces. We respect the right of our employees to freedom of association and collective bargaining through their chosen representative(s). Our employees are provided with fair and competitive wages and benefits, and QSC will conduct annual performance reviews when pay increases may be possible.

### 2. Supply Chain

At QSC, we expect our suppliers, contract manufacturers, and distributors to adhere to our Supplier Code of Conduct, which outlines our expectations on human rights, labor practices, business standards, and environmental stewardship. We do not tolerate any form of forced labor, child labor, human trafficking, or modern slavery in our supply chain. QSC will take appropriate actions to address any violations that we become aware of.

### 3. Communities

QSC recognizes our operations could impact local communities and acknowledge the link between human rights and the environment. A healthy environment is essential for safeguarding human rights, as environmental degradation can negatively affect access to clean water, air, and other resources necessary for well-being. We strive to minimize our environmental impacts by identifying opportunities for us to transition towards sustainable options and processes. We engage internal and external stakeholders to implement ESG initiatives to contribute towards material topics such as carbon emissions, sustainable packaging, and waste management. For more information on our material topics, please visit our [ESG webpage](#).

## Governance & Due Diligence

QSC has established an ESG Committee, composed of senior leaders from different functions and regions, to oversee the implementation and provide strategic guidance on the ESG program. The Committee Chair has the responsibility to escalate risks and actions to the Executive Leadership Team and the Board of Directors, when needed.



Our Supplier Code of Conduct has been communicated to our Tier 1 contract manufacturers. We conduct due diligence on the compliance of our Tier 1 contract manufacturers with our Supplier Code of Conduct to include human rights requirements. If any concerns or violations are identified, we require the supplier or contract manufacturer to develop a remediate and communicate their progress to us.

We have an internal system where employees have the option to report any suspected human rights misconduct through the Company Hotline or through our website. All reported incidents will go through prompt and thorough investigation.