



VIEWSONIC HUMAN RIGHTS POLICY

Date: January 2026

ViewSonic Corporation ("ViewSonic" or "We") recognizes and adheres to international human rights conventions, including the "International Bill of Human Rights," "United Nations Global Compact," "UN Guiding Principles on Business and Human Rights," and the "OECD Guidelines for Multinational Enterprises." We prohibit and prevent any actions that infringe upon or violate human rights, and we treat all employees, customers, suppliers, and stakeholders with dignity.

Scope and Focus Areas:

The scope of ViewSonic's Human Rights Policy primarily covers all ViewSonic employees (including full-time employees, part-time workers, interns, and contract employees), global entities under significant control, as well as third-party employees of suppliers, contractors, and subcontractors. Our efforts in human rights focus on the following six key topic areas:

1. Prohibition of Forced Labor and Child Labor

We prohibit the employment of child labor and forced labor, and do not accept any suppliers or contractors who engage in such practices.

2. Safe and Healthy Working Environment

We provide a safe and healthy work environment to ensure the safety and well-being of employees.

3. Freedom of Association and Collective Bargaining Rights

We respect employees' freedom and fundamental rights, including the right to association, collective bargaining, and peaceful assembly, and we strive to create an open and cooperative work environment.

4. Diversity, Inclusion, Equality, and Protection Against Unlawful Harassment

We offer a respectful and fair working environment, treating employees with dignity and respect, and we do not tolerate any form of abusive, inhumane punishment or discrimination.

5. Flexible Working Hours

We comply with applicable laws and reasonably arrange employees' working hours, rest, and leave.

6. Legally Compliant and Protected Wages

We ensure that wages and benefits meet or exceed the basic needs of employees.



ViewSonic identifies potential human rights risks both internally and externally, implementing mitigation or remediation of these risks to ensure human rights management. We routinely review and update our Human Rights Policy to ensure it remains relevant and effective in addressing evolving human rights issues and challenges. We welcome employee feedback on both the policy and its implementation, as it enables us to refine our practices and respond swiftly to any concerns. This collaborative approach helps us foster a more responsible and responsive workplace.

ViewSonic has established grievance channels for reporting misconduct, including harassment and any other types of issues. Employees and stakeholders can report anonymously or by name if they witness inappropriate behavior from colleagues or partners. Upon receiving the grievance, ViewSonic will follow established procedures to investigate and address the issue, ensuring confidentiality and protection for the complainant and the information provided.

We enhance employees' human rights awareness through education and training programs. Additionally, we plan to communicate and share human rights policy information with suppliers, business partners, and all internal and external stakeholders, continuously fostering a respectful workplace and business environment.



Human Rights Risk Mitigation and Remediation

Rights Holders	Human Rights Topic	Targets	Mitigation	Remediation	Grievances Result & Targets Management (Update: January 2026)
<ul style="list-style-type: none"> All employees Suppliers (including third-party employees of contractors and subcontractors) 	Prohibition of forced labor and child labor	<ul style="list-style-type: none"> 0 major incidents 	<p>For ViewSonic Internal:</p> <ul style="list-style-type: none"> Establish and maintain procedures to prohibit the use of child labor, protect and support young workers. Training: Regularly provide training on human rights and labor laws to ensure employee understanding and compliance. <p>For Suppliers (Third Parties):</p> <ul style="list-style-type: none"> Supplier Screening and Contracts: Only select compliant suppliers and include clauses prohibiting forced labor/child labor in contracts or Supplier Social Responsibility and Ethics Agreement. Supply Chain Audits: Regularly audit suppliers to ensure alignment with ethical and human rights standards. 	<p>For ViewSonic Internal:</p> <ul style="list-style-type: none"> Grievance Mechanism: Establish anonymous grievance channels that are dedicated teams to promptly investigate, providing remediation or mediation as needed, allowing employees to raise concerns without fear. <p>For Suppliers (Third Parties):</p> <ul style="list-style-type: none"> Grievance Mechanism: Establish grievance mechanisms for suppliers and external stakeholders to protect their rights and prevent retaliatory actions. Violation Management: When suppliers or contractors are found to violate human rights policies, guidance will be provided for improvement and set deadlines for rectification; terminate partnerships if requirements are not met. 	<ul style="list-style-type: none"> 0 major incidents reported.
<ul style="list-style-type: none"> All employees & Female employees who are pregnant or within one year postpartum Suppliers (including third-party employees of contractors and subcontractors) 	Safe and healthy working environment	<ul style="list-style-type: none"> 0 major incidents Health and safety risk assessments for employees cover 75% of all VSI workplaces. 80% of VSI workplace employees are represented by formal health and safety committees. Conduct disaster prevention, CPR, and related training every 6 months. 	<p>For ViewSonic Internal:</p> <ul style="list-style-type: none"> Health Checkups: Provide annual health checkups for employees Risk Prevention: Implement special care for high-risk jobs and for pregnant or breastfeeding women with regular safety risk assessments. Training: Comprehensive safety training for employees, covering first aid, fire prevention, hazardous materials handling, etc. Equipment Maintenance: Perform regular inspections and maintenance of equipment to ensure all facilities meet safety standards. <p>For Suppliers (Third Parties):</p> <ul style="list-style-type: none"> Health and Safety Standards in the Supply Chain: Require suppliers and contractors to comply with the company's health and safety standards, with relevant clauses clearly outlined in contracts or Supplier Social Responsibility and Ethics Agreement. Regular Reviews and Audits: Conduct health and safety audits for contractors and suppliers to ensure their work environment meets standards. 	<p>For ViewSonic Internal:</p> <ul style="list-style-type: none"> Accident Mechanism: Once incident occurs, immediately activate the emergency response plan to ensure employee safety and conduct investigation to prevent recurrence. Recovery and Support: Provide rehabilitation support and psychological counseling for injured employees, helping them return to normal life as soon as possible. Workplace Improvement: Address the causes of accidents by improvements, such as replacing hazardous equipment or enhancing safety measures in specific areas. <p>For Suppliers (Third Parties):</p> <ul style="list-style-type: none"> Violation Management: If suppliers do not meet health and safety standards, guide rectification with a set deadline; consider terminating partnerships if standards are not met. 	<ul style="list-style-type: none"> 0 major incidents reported. Health and safety risk assessments (ISO 45001) for employees cover all ViewSonic Taiwan workplace (over 75% of VSI). 82.85% of VSI workplace employees are represented by formal health and safety committees (02/2025).
All employees	Freedom of association and collective bargaining rights	<ul style="list-style-type: none"> 80% of VSI workplace employees are represented by officially elected employee representatives. 	<ul style="list-style-type: none"> Training: Regularly hold seminars or workshops to help employees understand their rights to freedom of association and collective bargaining and ensure they are informed. Transparent Communication Mechanism: Establish an internal communication platform where employees can freely express opinions, share concerns or suggestions, and ensure timely responses from 	<ul style="list-style-type: none"> Grievance Mechanism: Provide anonymous grievance channels to allow employees to raise issues related to freedom of association or collective bargaining without fear. Violation Investigation: Upon receiving grievance, promptly investigate and take action based on the findings, making internal adjustments as needed. 	<ul style="list-style-type: none"> 0 major incidents reported. 82.85% of VSI employees are represented by elected employee representatives, with 5 representatives in labor-management meetings



			management.		(02/2025).
All employees	Diversity, equality, inclusion, and protection against unlawful harassment	<ul style="list-style-type: none"> 0 major incidents. 80% of VSI workplace employees have received training in diversity, discrimination or harassment. 	<ul style="list-style-type: none"> Training: Provide anti-discrimination, diversity and inclusion training. Transparent Communication: Establish internal communication channels where employees can safely report related issues and receive support. Fair Recruitment and Promotion: Ensure transparency in recruitment and promotion processes and implement fair review systems to prevent potential discrimination. 	<ul style="list-style-type: none"> Grievance Mechanism: Establish anonymous grievance channels to allow employees to report any unlawful harassment or discrimination without fear of retaliation, ensuring all grievances are handled fairly. Violation Investigation: Conduct investigations on received grievances, take appropriate action for confirmed violations, and enhance compliance within relevant departments. Provide individualized training for employees identified for inappropriate behavior to address areas for improvement and foster a harmonious workplace. 	<ul style="list-style-type: none"> 0 major incidents reported. 100% of VSI workplace employees have received training on diversity, discrimination, and/or harassment.
All employees	Flexible working hours	<ul style="list-style-type: none"> Formal agreements on working conditions apply to 80% of the workforce 	<ul style="list-style-type: none"> Regular Working Hours Review: Monthly review of employee working hours and overtime status to ensure compliance with company policies and regulations. Leave Reminders: Implement system reminders to ensure employees regularly use their leave, promoting health and work-life balance. Overtime Application Approval: Require supervisor approval for mandatory overtime, providing either overtime pay or compensatory time off to reasonably manage employee working hours. 	<ul style="list-style-type: none"> Grievance Mechanism: Establish anonymous grievance channels, allowing employees to report unreasonable working hours or overtime issues, ensuring all grievances are handled fairly. Improving Work Scheduling: If excessive working hours are identified, immediately adjust work schedules, strengthen human resource allocation to reduce overtime needs, and prioritize compensatory time off or rescheduling. 	<ul style="list-style-type: none"> 0 major incidents reported. 82.85% of VSI employees are represented by elected employee representatives, with 5 representatives in labor-management meetings.
All employees	Legally compliant and protected wages	<ul style="list-style-type: none"> Formal agreements on working conditions apply to 80% of the workforce 	<ul style="list-style-type: none"> Market Salary Survey: Regularly reference market salary survey results to ensure compensation and benefits are aligned with market levels and meet employees' basic needs. Employee Performance Evaluation: Allocate bonuses and promotion opportunities based on employee performance evaluation results to ensure fairness in compensation distribution and to reinforce motivation. 	<ul style="list-style-type: none"> Grievance Channels: Establish anonymous grievance mechanism to allow employees to report issues related to compensation and benefits, ensuring grievances receive a fair response. Salary Adjustment: Provide immediate adjustment for salaries below market levels or those that do not meet basic needs. 	<ul style="list-style-type: none"> 0 major incidents reported. 82.85% of VSI employees are represented by elected employee representatives, with 5 representatives in labor-management meetings.

Grievance Channels

- **Resolution Department:** VSI HR
- **Hotline:** 886-2-2246-3456 #314
- **Fax:** 886-2-2248-1100
- **Email:** vsi.hr@viewsonic.com
- **Grievance Form:** [Complaint form for illegal workplace violations](#) 職場不法侵害事件申訴表單

To ensure the effectiveness of our grievance mechanism and safeguard the rights of all stakeholders, ViewSonic upholds the following principles:



- **Accessibility and Ease of Use:** ViewSonic is committed to ensuring that grievance channels are easy to access and widely communicated to all stakeholders. Information about the grievance mechanism is made readily available, with particular attention to individuals who may face language or geographic barriers, as well as those who may belong to minority or vulnerable groups. Multilingual support is provided where necessary to facilitate barrier-free communication.
- **Non-Retaliation:** ViewSonic strictly prohibits any form of retaliation against individuals who raise concerns or submit grievance reports in good faith. All complainants are protected from adverse treatment, discrimination, or punitive actions as a result of using the grievance mechanism.
- **Confidentiality:** ViewSonic implements appropriate measures to safeguard the confidentiality of individuals using the grievance mechanism. All personal information and grievance content are handled with discretion and protected throughout the investigation and resolution process.