



# WORLD WIDE TECHNOLOGY

## POSITION ON HUMAN RIGHTS

April 25, 2019

## WWT Position on Human Rights

It is the policy of WWT to protect and enhance the human dignity of every person who works for our company. Our employees and non-employee workers around the world are treated with dignity and fairness. WWT is also committed to adhering to all labor standards, including without limitation nondiscrimination in hiring and the workplace, voluntary labor and no child labor, and compliance with fair working hours and applicable wage laws and regulations. In addition, WWT is committed to providing its employees with a safe and healthy work environment in compliance with all applicable laws and regulations and appropriate training and information to prevent workplace hazards.

WWT is diligent in its efforts to achieve and maintain a diverse workforce. We expect suppliers and subcontractors to adhere to the same high standards presented in this policy. While parts of this position statement reflect our review and support of working standards and human rights concepts advanced by other groups, such as the Universal Declaration of Human Rights, the UN Global Compact and the RBA Code of Conduct, this code represents WWT's statements of its own standards on these subjects, rather than those of a third party.

### Non-Discrimination and Harassment

WWT does not tolerate discrimination or harassment. We recognize that highly productive and diverse employees are essential to our success and should be given opportunities to flourish in a non-discriminatory environment free of harassment. In addition, we conduct business without regard to, and do not discriminate because of, an employee's race, color, religion, creed, sex, gender identity, sexual orientation, age, disability, pregnancy, national origin, genetic information or ancestry, as well as citizenship, marital, veteran and family and medical leave status or any other status protected by law. Harassment can include any behavior (whether verbal, visual or physical) that creates an intimidating, offensive, abusive or hostile work environment. WWT's employees have a responsibility to report any discriminatory or harassing behavior or condition whether or not such employee was or is directly involved or just a witness. WWT will not retaliate against anyone who reports suspected violations of law or company policy.

### Freedom of Association

WWT allows employees a right to organize and bargain collectively in a manner that is legally compliant. Workers' representatives are not subject to discrimination and have appropriate access to workplaces necessary to carry out their respective functions.

## Work Environment

As a global company, WWT is committed to providing employees with compensation and benefits that are fair and reasonable for the type of work being performed and the geographic area where the work is being performed. WWT ensures that its work shifts, and schedules are appropriate to meet business needs and also comply with applicable laws. WWT is also committed to providing a healthy and safe work environment for employees and in complying with all applicable health and safety laws and regulations.

## Slavery, Human Trafficking, Forced Labor and Child Labor

WWT provides an environment where workers have the right to freely choose employment and believes all employment relationships should be voluntary. WWT opposes slavery, human trafficking, forced labor and child labor and is committed to complying with all applicable laws prohibiting such conditions.

WWT has taken the following steps toward ensuring its business practices and those of its suppliers are in compliance with applicable laws prohibiting such conditions:

- WWT's internal policies and practices are consistent with international labor and human rights standards.
- WWT's internal Code of Conduct requires employees to comply with all applicable laws, rules and regulations without exception. All employees are required to review and acknowledge understanding of the Code of Conduct annually.
- WWT's Supplier Code of Conduct is aligned with the RBA Code of Conduct and WWT has published this Code on our website. It outlines our requirements for suppliers with regard to workers having the right to freely choose their employment.
- WWT requests that its key suppliers adopt the RBA Code of Conduct which prohibits the use of forced, bonded, indentured labor or involuntary prison labor.

## Conflict Free Mineral Purchasing

Conflict minerals are minerals (tantalum, tin, tungsten and gold) mined under conditions of armed conflict and human rights abuses. It is WWT's policy to refrain from purchasing product that may contain material obtained from known conflict mineral sources.

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