

## D-LINK

### MODERN SLAVERY ACT TRANSPARENCY STATEMENT

At D-Link we are committed to ensuring that the way we conduct our business and dealings with our suppliers reflects our values and our belief that everyone should be treated with dignity and respect. We are committed to ensuring that the way we run our business prevents and deters any form of modern slavery and human trafficking from occurring anywhere in our business and supply chain. We are also working with our suppliers to ensure that they uphold the principles in this statement.

#### **Our organisational structure and our business**

D-Link produces and sells award winning networking products and services around the world. We offer our products and services to everyone from home consumers and businesses to service providers. The D-Link brand has been deeply rooted in 60 countries around the world for more than 30 years. We have 149 sales centres worldwide.

The business is ultimately owned by D-Link Corporation, which is headquartered in Taiwan. Operations in Europe and the UK are carried out through D-Link Europe Limited, which has 12 subsidiary companies across Europe.

#### **Our staff**

At D-Link we believe in "building networks for people", with people being our key focus. We believe that our employees are the very foundation of corporate values and corporate sustainable development. D-Link has always believed in treating our employees in a friendly manner, openly and equally. We are committed to creating safe and secure workplaces and working environments.

All recruitment procedures comply with the relevant local regulations and standards; we adopt a fair and equitable approach when scouting for talent; and all wages are compliant with local laws and regulations.

D-Link also advocates freedom of employment, which means all work should be done voluntarily. No employee should be forced to work against their will through coercion, mortgages, unreasonable contracts or curbs on their freedom. It is clearly stated in D-Link's CSR Code of Conduct that child labour is strictly prohibited; the employment of children below the minimum legal age is forbidden. Furthermore, to protect the mental and physical health of minors, it is also prohibited to force minors to work in difficult or dangerous conditions.

The following commitments form the basis of our human rights policy

- Ensure all work is done voluntarily and no employees have been forced or coerced into employment.
- Eliminate child labour and prohibit any worker below the age of 18 from engaging in dangerous tasks.
- Ensure all employees are entitled to at least one day of rest each week, and that weekly working hours comply with the stipulations of local laws and regulations.

- Provide our employees with a reasonable salary and benefits. Wages will be paid in accordance with relevant local laws, and wage deduction as a form of disciplinary penalty is prohibited.
- Provide our employees with varied and equal employment opportunities, and protect our employees from all forms of harassment, including sexual harassment, molestation, corporal punishment, mental or physical coercion, verbal abuse, etc.
- Ensure that no employee is discriminated or treated unfairly due to his/her race, colour, religion, nationality, age, gender, sexual orientation, religion, disability, citizenship, prior experiences, or other grounds that are protected by statutory regulations.
- Respect our employees' freedom of association, and their right to participate in labour organisations and to elect representatives.
- Ensure that all our employees have equal access to education, training, and other career development opportunities.

### **Our supply chains**

Our key supplies are the component parts required for our networking devices. Taiwan suppliers make up approximately 59.53% of our procurement value, with suppliers in China making up the remaining 40.47%. We see our suppliers as our long term partners, and for this reason, we believe that collaborative relationships are only sustainable if our partners have corporate cultures that are similar to ours.

D-Link plays a critical role in monitoring supply chain manufacturers, examining their use of labour as well as their production environments. By taking a lead on this at the outset, we are able to spread our influence throughout the supply chain.

### **Due diligence**

We expect all our contractors, suppliers and other business partners to uphold the same high standards as we do, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment.

We work to identify, assess, and monitor any potential areas of risk in relation to our business and supply chains. This includes considering the length of the relationship, nature of what is being supplied and the location from where it is being supplied. We will continue to look to manage any risks identified.

### **Assessing and managing risk**

We have developed a "D-Link supplier management measure" to allow our quality control and purchasing department executives to evaluate suppliers and assess the industry in general. When new suppliers join the company's supply chain, they must first accept our evaluation. Thereafter, as an official supplier, they must accommodate our regular annual assessments. We have developed an audit procedure at each stage to help suppliers comply with our standards.

We adhere to the United States' Conflict Minerals Act, requiring suppliers not to purchase or use conflict minerals, and commit to source ore material responsibly in an effort to ensure that our products do not use tin, tantalum, tungsten, or gold from conflict zones. This policy is included in the procurement management supplier and product design projects.

In addition, suppliers are also required to make use of the international management system certification, and through third party validation ensure that their management processes are in line with international standards. During the period under review, 99% of suppliers were certified for the ISO 9001 Quality Management System and 82% for the OHSAS Occupational Health and Safety Management System.

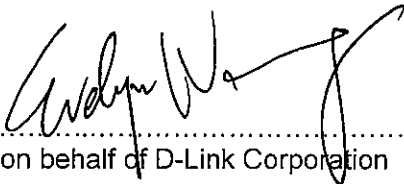
### **Training**

It is important to us that our employees are aware of the issues surrounding modern slavery and support our values. Our legal and compliance team is trained in the requirements of the Modern Slavery Act. We also intend to train other relevant employees to reinforce our policy and the steps to be taken in the event of any concerns.

### **Looking ahead**

Looking to the future, D-Link continues to uphold the integrity of the business, complies with national laws and regulations and works with suppliers to enhance awareness of social responsibility. In addition to its general responsible business activities, D-Link plans to include the supplier's code of conduct in the management process, requiring suppliers to abide by good corporate social responsibility practice.

This statement is given on behalf of D-Link Corporation and its subsidiaries for the financial year ending 31 December 2019. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains.



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Signed on behalf of D-Link Corporation

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### **Due diligence**

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### **Assessing and managing risk**

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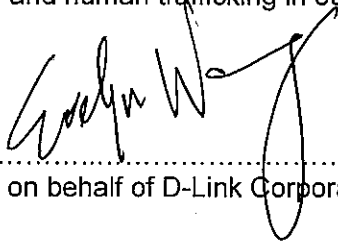
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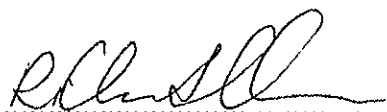
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