

Milesight Human Rights Policy

April 2026

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Public

Our Commitment

At Milesight, we recognize that our responsibility extends beyond delivering innovative sensing solutions to our partners. We are committed to respecting human rights throughout our own operations and our global supply chain. This policy, aligned with the core conventions of the International Labour Organization (ILO) and the guiding principles of the United Nations, outlines our commitment to identify, prevent, and mitigate any adverse human rights impacts associated with our business.



Scope

This policy applies to all Milesight employees and subsidiaries. We mandate that our business partners, including suppliers, contractors, and distributors, adhere to the same principles outlined in this document and our Supplier Code of Conduct.

Our Core Principles

In practice, our commitment focuses on the following areas:

Freely Chosen Employment:

We prohibit the use of forced, bonded, or involuntary prison labor. All employment is voluntary, and workers are free to leave upon reasonable notice.

Decent Working Hours:

Milesight is committed to providing reasonable working hours that comply with local laws and promote work-life balance. Overtime is voluntary.

Child Labor Prevention:

We strictly prohibit the use of child labor. We support the use of legitimate workplace apprenticeship schemes which comply with all laws and regulations.

Support for Young Workers:

We provide additional support for young talents entering the workforce, including housing assistance, to ensure a smooth transition into their professional careers.

Fair Treatment & Non-Discrimination:

We provide equal opportunities in all aspects of employment. We do not discriminate based on race, color, religion, gender, age, or nationality.

Safe & Healthy Workplaces:

We are committed to providing a safe and healthy work environment. Our headquarters utilizes our own sensing devices to monitor and improve environmental quality and safety. We require our suppliers to implement robust occupational health and safety management systems.

Freedom of Association:

We recognize the right of employees to form and join organizations of their choice. An official trade union exists at Milesight to represent employee interests.

Data Privacy:

We treat data protection as a fundamental right. Our product design and data handling processes comply with strict regulations, including the EU General Data Protection Regulation (GDPR), ensuring the security of personal information for our customers and employees.

Implementation in Our Supply Chain

We expect our partners to demonstrate the same commitment to human rights. We implement this through:

Risk-Based Assessments:

We assess our supply chain to identify potential human rights risks, focusing on high-risk regions and material sectors.

Corrective Actions:

When non-compliances are identified, we work with our suppliers to develop and implement corrective action plans to address them.

Grievance Mechanism & Reporting

We encourage open communication and provide channels for workers and external stakeholders to raise concerns without fear of retaliation.

Reporting Channel:

- Direct communication with line managers
- HR Department
- Trade Union representatives
- Anonymous suggestion on the Milesight online forum

Non-Retaliation: Milesight strictly prohibits retaliation against any individual who, in good faith, reports a compliance concern or assists in an investigation.

Milesight Human Rights Practices: Supporting Information

April 2026

This document provides additional context on how Milesight implements its Human Rights Policy commitments in daily operations, supporting compliance with international human rights and labor frameworks.

01

Worker Representation – Trade Union

Background:

Milesight respects the right of employees to organize and participate in collective dialogue regarding their working conditions.

Current Practice:

The company has an officially registered Trade Union Committee that serves as a formal channel for employee representation.

Item	Details
Full Name (English)	Xiamen Milesight IoT Co., Ltd. Trade Union Committee
Full Name (Chinese)	厦门星纵物联科技有限公司工会委员会
Registration Number	81350200MC6991566D
Registration Date	January 17, 2025

What This Means in Practice:

The union provides employees with a structured way to raise workplace matters and participate in discussions that affect their interests. It operates in accordance with local labor laws and regulations.

02

Working Hours – Policy & Practice

Background:

Milesight maintains clear policies on working hours to support employee well-being and work-life balance.

Current Practice:

The company follows a standard schedule with voluntary overtime in line with legal requirements.

Item	Details
Standard Schedule	8:45 – 18:00, Monday to Friday, with 85-minute lunch break
Weekly Hours	40 hours (standard)
Weekend Work	Weekends off
Overtime Policy	Voluntary

03

Compensation & Benefits

Background:

Milesight is committed to providing fair and competitive compensation that reflects employee contributions and aligns with industry standards.

Compensation Structure:

The company has an officially registered Trade Union Committee that serves as a formal channel for employee representation.

Item	Details
Pay Philosophy	Pay is determined by position, individual capability, internal equity, and external competitiveness.
Pay Components	Base salary, position-based salary, allowances, monthly incentives, sales commissions, and performance bonuses (semi-annual, year-end, project-based).
Pay Frequency	Monthly, paid on the 8th of each month (adjusted if falling on holidays/weekends).
Salary Review	Twice a year (January and July) based on company performance, market conditions, individual capability, and work performance.

Social Insurance:

All employees are covered under China's social insurance system, including:

- Pension
- Medical insurance
- Unemployment insurance
- Work-related injury insurance
- Maternity insurance

Housing Fund:

Milesight contributes to the mandatory housing fund at a rate of 8% from the company and 8% from the employee, calculated on the base salary plus position-based salary.

Pay Equity:

Milesight upholds the principle of equal pay for equal work, regardless of gender, ethnicity, or background, as stated in our Human Rights Policy.



04

Safe & Healthy Workplace

Milesight's headquarters is a smart building with IoT sensors monitoring air quality, temperature, and lighting to maintain optimal conditions. Employees enjoy access to a cafeteria, free snacks and beverages, and an on-site gym. Every staff member is equipped with ergonomic office furniture to support comfort and well-being.



05

Young Worker Support – Housing Program

Background:

Milesight provides additional support to young professionals who are transitioning from education to full-time employment.

Current Practice:

The company offers two-year free dormitory housing for fresh graduates joining the team.

Item	Details
Program Name	Fresh Graduate Free Dormitory Program
Eligibility	All fresh graduates joining Milesight full-time
Duration	Up to 2 year
Housing Type	Company-provided dormitory apartments
Cost to Employee	Free of charge

Why We Offer This:

The program helps young employees:

- Settle into their new roles without the pressure of high housing costs
- Live in a safe and stable environment
- Focus on their professional growth during the early stage of their careers

06

Business Ethics & Company Values

Background:

At Milesight, we believe that how we do business is as important as what we achieve. Our corporate culture reflects the values that guide our daily decisions and interactions.

Our Core Principles:

Value	What It Means to Us
Integrity	"Before building a business, we build character." We strive to be a company that operates with honesty and transparency.
Openness	Openness creates possibilities. We encourage constructive feedback, mutual improvement, and transparent evaluation.
Collaboration	We partner with like-minded individuals and organizations to co-create value. Healthy competition is welcomed—it helps us grow the ecosystem together.
Progressive Mindset	We aim to stay ahead—first keeping pace, then moving faster, and ultimately leading. We avoid internal friction over authority and focus on creating value.
Win-Win Thinking	We approach challenges with a mindset of abundance, not contradiction. Mutual success is the foundation of sustainable partnerships.

Beyond Values:

Beyond our internal values, Milesight maintains formal commitments to ethical business practices:

- ISO 27001 (Information Security Management) and ISO 9001 (Quality Management) certified
- GDPR compliance embedded in product design
- Clear standards for partner selection, as outlined in our Partnership Guideline

07

Data Privacy Protection

Background:

Milesight treats data protection as a fundamental aspect of responsible business.

Key Practices:

- Product design incorporates GDPR compliance principles
- ISO 27001 certified for information security management
- Clear data handling policies for customer, partner, and employee information
- Regular employee training on data protection and cybersecurity

08

Supply Chain Responsibility

Background:

Milesight expects its business partners to uphold the same standards of ethics and social responsibility.

Key Practices:

- Suppliers are selected in accordance with Milesight's Partnership Guideline
- New suppliers undergo evaluation before onboarding
- We communicate expectations on labor standards, ethics, and environmental responsibility to key suppliers
- Regular employee training on data protection and cybersecurity



09

Employee Training & Development

Background:

Milesight supports employee growth and continuous learning.

Key Practices:

- Onboarding training for new hires
- Regular professional skills training (technical, leadership, management)
- Leadership development programs for high-potential employees
- Compliance training on ethics, data protection, and workplace safety

