



 Foxway

Policy

Human rights policy

Foxway Group: Human rights policy

This Policy applies to all employees of Foxway Group including all its subsidiaries and its affiliates (in the following "Foxway").

This policy should be read together with Foxway other policies.

Our commitment to human rights

Respect for human rights is fundamental to our purpose of making digital life easy and to our commitment to ethical business conduct. Through this policy, we seek to clearly articulate our commitment and approach to human rights.

Foxway acknowledge that we have a responsibility to respect all internationally recognized areas of human rights. We have the responsibility to identify, prevent and mitigate any potential negative impacts on human rights, throughout our whole value chain.

Our basis for human rights

We base our work withing human rights on the United Nations Global Compact (UNGC), the International Labour Organization's (ILO) core conventions, the OECD guidelines for Multinational Enterprises, the UN Guiding Principles for Business and Human Rights and the International Bill of Human Rights. Our commitment to respecting human rights is explicitly stated in our Code of Conduct, our Code of Conduct for Suppliers and this Human Rights Policy.

Our sphere of influence

Foxway works within a diverse sphere of customers, suppliers, partners and other stakeholders. We recognize that each entity in this value chain has its own independent duty to respect human rights. We expect them to adhere to ethical business conduct consistent with our own. We are committed to working with our external partners and stakeholders to fulfill this common goal. Foxway most significant suppliers and partners are structurally monitored via supplier assessments following our supplier code of conduct.

Addressing human rights

Consistent with the principles set forth in our code of conduct, our supplier code of conduct and our nondiscrimination and anti-harassment policy, we:

- + Prohibit forced labor, child labor, and discrimination.
- + Work to establish safe and healthy working conditions.
- + Value diversity and consider it core to our business strategy.
- + Seek to compensate employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws.
- + Respect the principles of freedom of association and collective bargaining.

Implementation and training

Training is an important part of effective human rights practices. We therefore undertake efforts to build awareness about our human rights policies and procedures.

Policy information

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