# Human Rights Policy of Kingsoft Cloud

Kingsoft Cloud is committed to developing a corporate culture which implements a policy of support and promotion for internationally recognized human rights. We attach highest importance to the protection and respect for human rights. Our human rights policy is in accordance with UN Guiding Principles on Business and Human Rights. This human rights policy is guided by the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work.

# I. Core values

1.We are committed to fairly treating everyone (including part-time employees, outsourced workers and temporary visitors), and endeavor to maintain the respect of everyone in our working environment. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind.

2.We comply with corporate social responsibilities and ethics and prohibit the hiring of individuals that are under 18 years old for positions in any way.
3.We respect employment at will and prohibit the use of all forms of forced labor.

4.We value and advance the diversity and inclusion of the people with whom we work. We are committed to providing equal opportunities and are intolerant of any discrimination on hiring, salary, welfare, training, opportunities, promotion, dismissal or retirement. We prohibit discrimination in terms of race, sex, color, national, religion, age, disability, marital or any other status protected by applicable law.

5.The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable labor, environment, safety and health laws and regulations, as well as international standards and internal requirements.

6. We value and respect open and honest communications, the right of free and open expression, among all employees. Employees could choose to deliver any information anonymously or not to relevant departments by telephone, email, mailbox or in person; the information would be fairly treated by the applicable laws and regulations.

7.We execute zero tolerance policy on the occasions of human rights violations on the supply chain. We demand suppliers to comply with the following standards: a) Prohibit child labor and forced labor; b) Prohibit discrimination and provide equal opportunity for labors; c) Provide a safe and healthy workplace.

8.We strive to ensure the rights and interests of our suppliers are fully respected in the process of cooperation with Kingsoft Cloud, and we are committed to constituting a win-win relationship with our suppliers.

# II. Management and governance

1.We strive to provide a safe and healthy workplace. Kingsoft Cloud is committed to creating a workplace that respects free and honest communication among all employees. Kingsoft Cloud conducts induction training for all new employees, including anti-discrimination, anti-harassment, working hours management, humanitarian treatment, and healthy and safe workplace, etc., to ensure employees understand human rights policies. We examine and improve the safety and healthy of workplace continuously. We regulate all workplaces must pass safety risk assessment, so as to help consider safety-related human rights risks and eliminate all potential problems.

2.We highly value the personal data protection. We take a variety of reasonable physical, electronic and management security measures to protect personal data in accordance with the Privacy Policy of Kingsoft Cloud.

3.We believe in and perform fair competition. As our Anti-fraud Management Measures stated, all employees of Kingsoft Cloud shall follow applicable laws, norms and guidelines, ethics, and company rules strictly. Employees must participate in commercial competition legally, meanwhile, employees are prohibited to acquire any advantages through bribes, brokerages or anything like that.

If you find any conflicts between this policy and the applicable laws, regulations, customs or practices, or, if you have any questions regards to this policy, please contact us via email : KC-HRP@kingsoft.com.