



## 544. Ethical regulations, Code of conducts

### INTRODUCTION

Check Point China endeavor to be an ethically responsible company offering a good working environment for the employees, profitable company for its owners and successful partner for customers and suppliers.

To achieve that our Code of Conducts is structured according to SAI's certification SA8000 and are based on ILO convention, the UN's Universal Declaration of Human Rights and the Convention on Children's Rights. The Code of Conducts are to be followed by Check Point China and it shall be transferred and implemented to all suppliers with a minimum demand that all businesses follow rules and regulations of each country.

### 1. CHILD LABOUR

Check Point China does not accept any kind of child labor. A child is a person under 15 years provided that the local laws do not have higher age for children to work or to fulfil their schooling. In all developing countries with exceptions according to the ILO convention 138 where the minimum age is 14 years, the lower age will be valid.

### 2. FORCED LABOUR

Check Point China does not accept any kind of forced labor. All work shall be done on one's own free will according to agreement.

### 3. HEALTH AND SAFETY

Check Point China shall offer the employees a safe and healthy place of work and encourage its suppliers to have the same, with local rules and regulations as a minimum. The company shall actively work to provide injuries, accident at work or illness.

### 4. FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

Check Point China respects the rights for all employees to join trade unions and bargain collectively. In the case that local members for trade unions contact the staff according to their rules and regulations, Check Point China shall supervise that they are not discriminated.

### 5. DISCRIMINATION

Check Point China shall treat all employees equal and with the same justice and respect no matter what race, caste, origin, religion, handicap, gender, sexual orientation, age, union or political affiliation. By all employments, his or her qualifications and capacity will be a determining factor concerning promotion, payment, education or expiry of employment.

### 6. DISCIPLINE

No employed shall be exposed to any corporal punishments or mental, physical, verbal or sexual abuses.

### 7. WORKING HOURS

Working hours are to be according to local laws and regulations, however not regularly more than 48 hours per week or totally 60 hours including overtime pay. The employee shall have the right to one day off in every 7-day period.

### 8. COMPENSATION

Wages shall meet the minimum pay rules for the special task and branch of business according to the rules in respectively country. The pay must meet the basic need of workers and their families.

### 9. MANAGEMENT SYSTEM

The management of Check Point China is responsible for the implementation and information to all employees regarding their rights, responsibilities and obligations according to these ethical rules. The management is also responsible to document, support and control the work in a structured and correct way by these rules.

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