

Corporate Policy # CP-00022 – Human Rights

Effective Date: May-16-2016

Last Reviewed: Oct-2021

Lenovo supports universal human rights including those identified in the United Nations Declaration on Human Rights and commits to extending these rights to our employees and others directly or indirectly employed in our supply chain. This policy applies to Lenovo's worldwide operations and in those of our supply chain. Every Lenovo organization must support this policy. Lenovo will abide by the following commitments:

- Conduct business in accordance with the United Nations Declaration of Human Rights and the principles of the United Nations Global Compact and extend those requirements to all suppliers doing business with Lenovo.
- Perform due diligence across the value chain to identify risks and avoid complicity in human rights violations.
- Provide access to grievance mechanisms, investigate allegations and escalate known cases of human rights abuse to senior leadership.
- Integrate training and accountability for respecting human rights across the business and the supply chain.
- Engage internal and external stakeholders to address common challenges and advance human rights practices through continuous improvement.
- Operate legally and ethically in each country where we do business.

All corporate strategies, practices, and guidelines as well as supplier requirements must support this commitment to human rights. Concerns about possible human rights violations must be reported to Lenovo management who shall take prompt corrective action.

Approved by the Lenovo Executive Committee