

# FAMILY RIGHTS POLICY



## OVERVIEW

At Veshin, we want to make sure that every employee is able to pursue their dreams, and live in harmony between their private and personal life. In China, and in the other countries where we work, family is often regarded as one of the most important parts of one's life. While we are a forward-looking company, we always ensure to respect tradition, and the local culture. We want to support our employees through all life stages in integrating and balancing work and family responsibilities.

## 1 PARENTAL LEAVE

Paid parental leave is valid for both mothers and fathers, of course. Paid leave is a basic right but also crucial to child development. Paid parental leave is important to allow mothers to recover from childbirth, and for parents to provide adequate care.

The details are:

- Paid maternity leave around the time of the birth: 98 days total. ( If labor has difficulties, it can be extended by 30 days. If birth is multiple, it can be extended by 15 days)
- Government family planning incentive leave from the 2nd child: 80 extra days.
- Paid paternity leave around the time of the birth: 15 days.
- Emergency leave: 1 day per instance.

We can't always arrange flexible working hours and family-friendly conditions, but when it is possible we want to allow parents to balance work and family life. These will have to be decided based on the nature of the work, and include:

- For emergencies, flexible working times (for instance work from home for office employees).
- Reduced working hours (e.g., part time) will be considered according to the position of the employee
- Work sharing and/or rotation will be considered according to the position of the employee
- Zero penalty for missing work due to family emergency

## 2 RESOURCES

Discrimination and arbitrary dismissals based on pregnancy or family responsibilities are absolutely forbidden at Veshin. Everyone is recruited and employed based on their professional skills, not on their decisions on having a family or not. We provide the social protection and income that parents or non parents need to decide freely. Our values include:

- Employment is protected (no dismissal can be decided based on parenting)
- Non-discrimination (return to work is offered under the same conditions)
- Absolute prohibition of pregnancy testing from the employer, as employees have the freedom to plan their family life as they wish.
- Breaks for Breastfeeding at home will be allowed depending on the position and time required

### 3 SERVICES

Child care is very important to help parents return to work, however we are working closely with our employees to understand their current needs. In the future, Veshin aims to offer:

- Employer-supported childcare near-site
- Financial support/subsidies if the employee has difficulties
- Transportation solutions
- Support for after-school care

### 4 FAMILY SUPPORT

In the case of the death of a parent, Veshin will allow the employee to take 3 days off, and will support with expenses in case the employee cannot afford the costs. The employee can opt out and decide to give these funds to Veshin's Charity program if it wishes to.