



Summary Report: Worker Well-being, Engagement, and Grievance Management (2025)

Subject: Annual Review of Supplier Labor Conditions and Well-being Programs

I. Executive Summary

ViewSonic is committed to fostering a supportive, safe, and fulfilling work environment across its supply chain. By implementing structured well-being programs and robust feedback loops, we ensure that labor conditions are continuously improved in alignment with international standards. In 2025, ViewSonic achieved full coverage of labor rights training across its in-scope suppliers and maintained a transparent grievance mechanism, resulting in zero reported grievances for the period

II. Worker Well-being & Labor Rights Training

In August 2025, ViewSonic conducted comprehensive training sessions for all direct and indirect suppliers to ensure deep integration of worker rights and health standards.

- Labor Rights Foundation: Training focused on fundamental protections, including fair wages, safe working conditions, and the right to collective bargaining.
- International Standards: Specific emphasis was placed on ILO C087 (Freedom of Association) and ILO C098 (Right to Organise and Collective Bargaining).
- Holistic Health: Programs addressed three pillars of well-being:
  - Physical: Ergonomic workstations, mandatory rest periods, and health/safety equipment.
  - Mental: Access to Employee Assistance Programs (EAP) and stress management training.
  - Social: Cultivating inclusive cultures through team-building and mutual respect.

III. Worker Engagement and Feedback Mechanisms

To ensure authenticity in labor condition assessments, ViewSonic utilizes a multi-channeled engagement strategy to gather direct feedback:

- Anonymous Reports: Worker emails to capture unbiased sentiment.
- Representative Interviews: Structured dialogues with worker representatives to identify systemic issues.
- On-site Audit Dialogues: Direct engagement with workers during factory audits to verify compliance in real-time.

IV. Grievance Redressal & Resolution Process

ViewSonic maintains a strict protocol for handling reports of unfair treatment, harassment, safety hazards or other issues addressed through collective dialogue and/or bargaining.

1. Reporting: Stakeholders can report via the dedicated portal ([globalcompliance@viewsonic.com](mailto:globalcompliance@viewsonic.com)), anonymous hotlines, or through worker representatives.
2. Investigation: Suppliers are mandated to launch fact-finding investigations, including evidence collection and witness interviews.
3. Assessment & Leverage: Suppliers must assess the human rights impact, apply leverage to address the root cause, and involve third parties where necessary.
4. Corrective Action: Implementation of measures to stop current harm and prevent future recurrence.
5. Verification: ViewSonic conducts a final review of all documentation to ensure the resolution meets our

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corporate standards.

V. 2025 Performance & Future Outlook

- Grievance Status: During 2025, zero worker grievances were reported through the defined channels, trade union engagement and collective dialogue.
- Continuous Improvement: Feedback from 2024 has been used to refine 2025 policies, specifically in enhancing communication through the dedicated portal ([globalcompliance@viewsonic.com](mailto:globalcompliance@viewsonic.com)), anonymous hotlines, or through worker representatives.
- Expansion: Moving into 2026, ViewSonic will enlarge the training scope to further bridge the gap between policy and the actual lived experience of workers.