



Labor and Human Rights Policy



Labor and Human Rights Policy

Our Commitment: At Lin Engineering, we believe that respect for human rights is fundamental to who we are and how we operate. This policy outlines our commitment to upholding labor and human rights across all aspects of our business, including our employees, suppliers, and partners.

Key Principles

- **Fair Employment Practices**
We provide equal opportunities to all employees and applicants, regardless of race, gender, age, religion, sexual orientation, or any other protected characteristic. Discrimination and harassment are not tolerated.
- **Safe and Healthy Work Environment**
We are committed to maintaining a workplace that prioritizes safety, health, and well-being. This includes adhering to all applicable health and safety regulations.
- **No Forced or Child Labor**
We strictly prohibit the use of forced labor, human trafficking, and child labor in any part of our operations or supply chain.
- **Fair Wages and Hours**
We ensure that all employees are paid fairly and in compliance with local laws, including minimum wage and overtime requirements.
- **Freedom of Association**
We respect employees' rights to join, form, or not join labor unions and other lawful associations.
- **Our Supply Chain**
We hold our suppliers and partners to the same high standards outlined in this policy. Regular audits and assessments are conducted to ensure compliance with labor and human rights practices.

Reporting Concerns: If you believe this policy has been violated, please contact us at 408-919-0200. We take all concerns seriously and are committed to addressing them promptly and transparently.