

GLOBAL HUMAN RIGHTS POLICY



Sungrow Power Supply Co., Ltd. (hereinafter "Sungrow" or the "Company") undertakes to respect and maintain the human rights of all employees, suppliers, customers and other stakeholders, irrespective of race, color, religion, gender, sexual orientation, age, disability, nationality or other identity characteristics. Human rights policy is not only a commitment, but also a reflection of corporate values and codes of conduct. Sungrow will continue to work to ensure that all stakeholders enjoy their basic human rights and contribute to the creation of a just, inclusive and sustainable society.

This policy is formulated to ensure that the Company respects and protects the basic rights and dignity of its employees, suppliers, customers and other stakeholders in the course of its operations.

This policy applies to Sungrow and its subsidiaries, ensuring that this policy covers all employees (including part-time, contractors, interns) and the whole process of business operations, while requiring suppliers, partners and other stakeholders to actively comply with this policy.

Principle

Abide by the laws, regulations and international conventions

The Company complies with the laws and regulations related to the protection of human rights, the Labor Law of the People's Republic of China, the Civil Code of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China and other laws and regulations.

The Company abides by international conventions related to the protection of human rights, such as the United Nations International Charter on Human Rights, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, the United Nations Guiding Principles for Business and Human Rights, the International Labor Organization Declaration on Basic Principles and Rights in Work, SA8000 standards, etc.

The Company obeys the International Labor Organization(ILO) 10 core conventions, including Equal Remuneration Convention, Minimum Age Convention, Worst Forms of Child Labour Convention, Discrimination (Employment and Occupation) Convention, Forced Labour Convention, Abolition of Forced Labour Convention, Occupational Safety and Health Convention, Freedom of Association and Protection of the Right to Organise Convention, Right to Organise and Collective Bargaining Convention, Promotional Framework for Occupational Safety and Health Convention.

The use of child labor, forced labor and human trafficking are prohibited

The Company forbids the use of child labor, formulates management policies and procedures for the protection of minor workers, and ensures that the Company's activities meet the requirements of national standards and relevant applicable international conventions and SA8000 standards.

The Company shall not sell people, nor directly or indirectly employ any form of forced or involuntary labor, including slave labor, prison labor, contract (contract) and debt payment labor, etc.

The Company does not cooperate with suppliers or business partners who use child labor or forced labor during its operations.

The Company respects the freedom of employees, including the freedom of employment, resignation, overtime work and freedom of movement.

Freedom of association and collective bargaining

The Company actively builds an open, transparent and democratic communication mechanism, respects employees' freedom of association and collective bargaining rights, and ensures that employees are not subject to any internal factors restricting their freedom of association, such as any form of discrimination, wage loss or dismissal.

The management representative of the Company (the management representative or its authorized person) shall establish a system of regular dialogue with the employee representative, arrange a dialogue meeting at least once a year, and may hold temporary meetings if necessary to support the independence of the employee representative without any discrimination or retaliation.

The Company regularly holds the staff congress and the trade union member congress, and regularly signs the collective contracts. The company ensures that the proportion of employees guaranteed by the collective contract is 100%.

The Company establishes and maintains grievance and complaint procedures, investigates and handles employee opinions and complaints, and notifies the results to employee representatives.

Employee health and safety

The Company is committed to providing a safe and healthy working environment, minimizing the risks inherent in the working environment, taking appropriate steps to prevent accidents and injuries in the process of work, and ensuring that all employees maintain a high standard of health and safety during daily operations.

The Company rejects any form of discrimination, harassment, violence, or abuse, including speech, conduct, or other forms of misconduct.

For health and safety related systems, see the Health and Safety Management Statement of Sungrow .

Working hours and holidays

The Company shall establish and maintain reasonable management procedures and systems for working hours, rest and leave, arrange work and rest time according to the requirements of labor, health and safety law, and ensure that at least meet the local mandatory standards and relevant applicable international conventions and SA8000 standards.

Compensation and benefits

The Company combined with the market compensation situation, According to the salary concept of "pay for jobs, pay for ability, pay for performance", Establish a performance-oriented, ability-oriented and position-based value evaluation mechanism, The value distribution mechanism based on the value contributors of continuous struggle, Formulated the Regulations on Compensation and Welfare Management, and the Implementation Rules for Overseas Compensation Management, and other policies, Adhering to the principle of equal pay for equal work, Dedicated to providing equally competitive pay levels and benefits to global employees of different nationalities, ethnicity, age, gender, and religion, To ensure that all employees are not treated differently for non-work factors, The minimum salary in each region is higher than the local minimum wage.



Anti-discrimination and anti-harassment

The Company opposes any form of discrimination, and resolutely resists any racial, color, color, gender, age, language, religion, and ethnic differences, and maintains zero tolerance for discrimination.

The Company opposes workplace harassment, and forbids any form of sexual coercion, threats, abuse, or acts of an exploitative nature, including posture, language, and physical contact, to protect employees from harassment in the workplace.

The Company regularly conducts anti-discrimination and anti-harassment training for all employees in the workplace, and formulates the corresponding incident reporting process, and seriously deals with those with discrimination or harassment. If suspected of illegal crimes, they will be transferred to judicial organs for handling.

Privacy protection

The Company undertakes to protect the fundamental rights of personal data privacy of employees and third parties (suppliers, customers, business partners, etc.) and ensure that their personal information is handled reasonably, safely and transparently.

Training and awareness promotion

The Company provides relevant training and education to inform employees about corporate human rights policies and to build a culture that encourages respect and inclusion against any form of discrimination and violence.

Freedom of speech and expression of opinions

The Company encourages employees to exercise their right to freedom of speech and expression, while ensuring constructive dialogue and cooperation within the company.

Social responsibility

The Company actively participates in social responsibility activities, supports the advocacy of human rights and social justice, and strives to contribute to the development and progress of the society.

Supervision and accountability

The Company conducts human rights due diligence and develops a company-wide human rights due diligence process to ensure that all human rights issues cover all employees, business partners (suppliers, contractors, etc.) and local communities.

The Company conducts regular systematic reviews of potential human rights issues to identify actual and potential rights risks and develop risk mitigation measures appropriate to the level of risk impact to minimize risks and control risks to an acceptable level, monitored and reviewed by the responsible team and management to ensure that every human rights issue is corrected.

The Company takes remedial actions in the form of economic and non-economic compensation for corporate activities deemed to have caused or exacerbated human rights impacts to mitigate the negative impact on the affected population.



Supplementary provisions



File conflicts and avoidance

If any other documents have the same contents as the provisions of this policy, this policy requirements shall be the final requirement.

Document interpretation

If there is a difference in the understanding or implementation of the document, the HR center is responsible for the interpretation.





Sungrow Youtube Account



Sungrow LinkedIn Account



Sungrow Facebook Account



Sungrow X Account



Sungrow Official Website



Sungrow Official WeChat

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