

DIVERSITY, EQUITY & INCLUSION POLICY



Introduction

Sungrow is committed to establishing a diverse, equitable, and inclusive work environment to foster innovation, enhance teamwork, and ensure that every member can reach their full potential. We firmly believe that diversity, equity, and inclusion are the cornerstones of creating a prosperous, innovative, and just work environment. By respecting and appreciating the uniqueness of each individual, we can create a more thriving and vibrant workplace.

Purpose

In order to continuously cultivate an open communication environment, promote equal opportunities within the company, eliminate discrimination, and embrace diversity and inclusivity among all personnel, this policy is specially formulated to fully inspire employees' creativity and vitality.

Non-Discrimination of Protected Characteristics:

Race, color, religious beliefs, gender, sexual orientation, age, disability, nationality, and other protected characteristics.

Scope



The company ensures that this policy covers all employees (including part-time, outsourced, interns) and the entire business operation process. We also require suppliers, partners, and other stakeholders to actively comply with this policy.

Definitions



Diversity

Diversity refers to the presence of various individual characteristics, backgrounds, and experiences within a group or organization. This includes but is not limited to gender, race, religion, age, sexual orientation, disability status, cultural background, etc. Diversity aims to ensure that the organization encompasses various differences to promote innovation, the integration of different perspectives, and comprehensive thinking.

Equity

Equity focuses on ensuring that every individual has equal opportunities and treatment, regardless of their background or characteristics. While equality emphasizes treating everyone the same, equity focuses on providing fair opportunities and resources based on different backgrounds and needs. This means implementing policies and measures to address existing inequalities in society.

Inclusion

Inclusion emphasizes creating a culture within the organization where everyone feels welcomed, accepted, and valued. Inclusion is not only about recruiting a diverse workforce but also ensuring that the work environment and culture support and respect different voices, perspectives, and experiences. An inclusive environment helps increase employee engagement and creativity.

Implementing Rules

Recruitment and Promotion

We pledge to follow principles of fairness in recruitment and promotion. By actively seeking a diverse pool of candidates, we ensure that the recruitment process reflects our diversity values. We promote based on employees' abilities, performance, and contributions, striving to eliminate any barriers that may lead to unequal opportunities and ensuring that hiring and promotion opportunities are fair and transparent.

Training and Development

We provide comprehensive training and development opportunities to ensure that every employee can continuously improve their professional skills and personal development. We focus on nurturing diverse talent in leadership teams, providing diversity leadership training to help leaders better understand and address challenges in diverse teams, and promoting the development of inclusive leadership styles.

Flexible Work Arrangements

We support flexible work arrangements to help employees achieve work-life balance. By offering options such as remote work and flexible working hours, we strive to meet individual needs.

Work Environment

We strive to create a diverse, equitable, and inclusive work environment, eliminating any form of discrimination, harassment, and exclusion. We provide necessary facilities and policy support for specific groups of employees.



Responsibility and Oversight

The company's leadership is ultimately responsible for implementing diversity, equity, and inclusion policies. We will establish a monitoring and evaluation mechanism to regularly review the effectiveness of DEI policies and make necessary adjustments and improvements based on the results.

Feedback Mechanism

We encourage employees to provide feedback on diversity, equity, and inclusion policies, ensuring the establishment of effective mechanisms for employees to anonymously raise any concerns or suggestions. We take seriously complaints of bullying, harassment, harm, and discrimination against colleagues, clients, suppliers, visitors, the public, and any other individuals during company activities. Colleagues, clients, suppliers, visitors, the public, and any other individuals who encounter or witness bullying, harassment, harm, and discrimination during work activities can report through public channels.

Community Support

Sungrow actively participates in, supports, and promotes community projects and initiatives related to diversity, equity, and inclusion. We encourage employees to share their perspectives and experiences to promote team innovation and efficiency. We are committed to providing resources and services to support employees' mental health. We encourage open dialogue to reduce social biases related to mental health issues and provide appropriate support mechanisms.

Cross-Cultural Activities

We encourage and support cross-cultural exchange activities to promote understanding and teamwork among employees. This includes but is not limited to cultural celebration, training, and exchange programs.



Supplementary Provisions

File Conflict and Evasion

In the event of any conflicts between this policy and other documents, this policy shall prevail.

Document Interpretation

In cases where there are differences in understanding or implementation of this document, the Human Resources Center shall be responsible for interpretation.



Sungrow Youtube Account



Sungrow LinkedIn Account



Sungrow Facebook Account



Sungrow X Account



Sungrow Official Website



Sungrow Official WeChat

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