

# 东方日升新能源股份有限公司社会责任政策

## Corporate Social Responsibility Policy

东方日升自愿选择遵守 SA8000 标准<sup>1</sup>，郑重承诺遵守一个基于（符合）联合国人权宣言，国际劳工组织（ILO）和其它国际人权惯例及社会责任行为守则，劳动定额标准<sup>2</sup>以及中国法律的标准，尊重并保护在公司控制和影响范围内的所有员工及合作伙伴，包括公司自己及其供应商/分包商的生产或服务人员等。这是一个负责任公司所具备的基本条件，也是消费者、客户、公众和政府等利益相关方的期望。我们的社会责任政策是：

Risen Energy is dedicated to upholding the SA8000 standard and adhering to guidelines consistent with the United Nations Declaration of Human Rights, human rights practices outlined by the International Labor Organization (ILO), labor quota standards, Chinese laws, and other social responsibility codes. We value and respects all employees and partners, including its own production and service personnel, as well as those of its suppliers and subcontractors. This commitment is essential for a responsible company and is expected by stakeholders such as consumers, clients, the public, and the government. Therefore, our social responsibility policy is as follows:

公司自愿遵守国际上人权相关的准则和标准，包括但不限于：SA8000、联合国人权宣言、国际劳工组织和其它国际人权惯例及社会责任行为守则，特别是 SA8000:2014 标准”第二部分“规范性原则及其解释”中列示的相关指引。

We are committed to complying with international human rights-related norms and standards, including but not limited to SA8000, the United Nations Declaration of Human Rights, human rights practices stipulated by the International Labor Organization (ILO), and other social responsibility codes. We particularly adhere to SA8000:2014 "Part II: Normative Elements and Their Interpretation".

公司承诺遵守所在国家和/或地方的法律法规，本着对公司及公司可以控制和影响所有员工负责的态度，依法依规保障员工权益，确保其基本生活需求得到保证；不断改善生产工作与

<sup>1</sup> 详见：SA8000:2014 中文标准 [https://sa-intl.org/wp-content/uploads/2020/01/SA8000-2014\\_Chinese.pdf](https://sa-intl.org/wp-content/uploads/2020/01/SA8000-2014_Chinese.pdf)  
Refer to SA8000:2014 Standard <https://sa-intl.org/wp-content/uploads/2020/02/SA8000Standard2014.pdf>

<sup>2</sup> 劳动定额是指在正常的生产技术和生产组织条件下，为完成单位合格产品所规定的劳动消耗标准。本政策所指标准包括但不限于GB/T23859-2009劳动定额测试方法、劳力字[1992]14号关于进一步加强劳动定额定员工作的通知。

Labor quota standard refers to the standard of labor consumption to complete the per unit production under the normal production technology and conditions, including but not limited to labor quota testing methodology under GB/T23859-2009 and the Notice of Further Improving Labor Quota under LLZ[1992].

# 东方日升新能源股份有限公司社会责任政策

## Corporate Social Responsibility Policy

生活条件，确保员工的健康安全。

We are dedicated to adhering to the laws and regulations of the countries in which we operate. Committed to being responsible to all our employees, we uphold labor and human rights in compliance with legal standards, ensuring that employees' basic living are met. We continuously enhance working and living conditions to safeguard the safety and health of our workplace.

公司制定一系列实施 SA8000 标准和法律法规的政策和程序，涉及到员工的人身权益、人格尊敬、结社自由、工作时间、工资福利、健康安全、环境保护、工作条件改善等等诸多事项，形成系统性的规章制度，在实践中依章行事，依规管理，规范公司行为，并不断改善。

We have developed a series of policies and procedures to implement SA8000 standards and comply with relevant laws and regulations. These policies cover employees' personal rights and integrity, freedom of association, working hours, wages and welfare, health and safety, environmental protection, and improvement of working conditions. This comprehensive policy system guides our actions, ensures regulatory compliance, and promotes continuous improvement.

公司禁止使用童工、人口贩卖和强迫劳工(包括监狱劳工、契约劳动等任何形式的强迫劳动)，不接受任何使用童工、人口贩卖或任何形式的强迫劳动的供应商/分包商以及下级供应商；公司将要求所有供应商/分包商以书面形式约定在其供应链中禁止使用任何形式的强迫劳动，并充分配合公司对强迫劳动问题进行评估。如果公司的供应商/分包商使用任何形式的强迫劳动或未能配合评估或调查指控，公司将立即终止与该供应商/分包商签订的任何协议，并取消所有受影响的采购。公司将评估和审核其自身的供应链及其供应商/分包商的供应链，以确保生产过程的任何阶段均不使用强迫劳动。为了确保生产过程的任何阶段均不使用强迫劳动，公司将在采购前对新的供应商进行有关强迫劳动的审查；对公司的生产场地以及现有和潜在供应商的生产场地进行评估和实地审查；并与第三方审计机构、政府机构和其他有关执法机构合作，审查新的以及现有的供应商/分包商。公司将遵守所在国家和/或地方的劳动法及有关最低就业年龄、雇佣条件和劳动环境的规定。

We strictly prohibit the use of child labor, forced labor (including prison labor, indentured labor, and any other forms of forced labor), and human trafficking. We

# 东方日升新能源股份有限公司社会责任政策

## Corporate Social Responsibility Policy

do not accept any suppliers, subcontractors or lower-tier suppliers who engage in these practices. All suppliers and subcontractors are required to agree in writing to prohibit any form of forced labor in their supply chains and to fully cooperate with our forced labor audits. Failure to comply will result in immediate termination of contracts and cancellation of affected procurements. To ensure that no forced labor is used at any stage of the production process, we conduct thorough audits of our supply chains as well as the supply chains of our suppliers and subcontractors. New suppliers undergo force labor audits before procurement, and on-site audits are conducted at our production bases and those of our suppliers. We also collaborate with third-party auditors, governmental agencies, and other relevant law enforcement agencies to audits both new and existing suppliers and subcontractors. We are committed to adhering to the national and local labor laws and regulations of the host countries, particularly regarding the minimum working age and employment conditions.

公司尊重员工择业自由，禁止交纳押金、扣押有效证件原件等任何形式的强迫劳动，确保员工完全自愿受雇，且不用承担雇佣的任何费用与成本；公司将向所有员工提供书面劳动协议，不会限制员工的行动自由。

We respect employees' freedom of choosing their job and strictly prohibit any forms of forced labor, such as charging deposit and withholding ID cards. This ensures that employees are engaged voluntarily and without any financial obligations. We sign written labor contracts with all employees and do not restrict the employees' freedom of movement.

公司为员工健康安全，不断努力改善条件，采取措施最大限度消除或降低危害，为员工提供一个安全的、良好的工作和生活环境：所有的车间、仓库、写字楼、员工宿舍等建筑物均符合所在国家或地方标准，通过建筑质量、消防、环保验收；各车间工序没有产生过量粉尘、噪声、水分、烟雾，造成高温，严重污染空气的作业；各工序均按国家规定配置了安全保护设施，劳动保护用品；公司定期按照所在国家或地方相关规定进行三废排放检测、消防设施检测、防雷设施检测、员工饮用水进行检测等，以保证员工们的健康。任何将其他员工置于

# 东方日升新能源股份有限公司社会责任政策

## Corporate Social Responsibility Policy

不安全的工作环境中的员工将被立即解雇。

For the health and safety of employees, we implement measures to eliminate or reduce hazards and provide a safe, conducive working and living environment. All workshops, warehouses, office buildings, accommodations and other facilities comply with national or local standards and meet the building quality, fire safety and environmental inspections. Each production process is designed to minimize dust, noise, moisture, smoke, high temperatures, and air pollution. Workers in every production stage are provided with safety protection facilities and personal protection equipment as per national regulations. We conduct regular testing for waste emissions, fire protection, lightning protection, and drinking water quality in accordance with the regulations of the host countries to ensure employee health and safety. Any individual creating an unsafe working environment for others will face immediate dismissal.

公司推动劳资合作，保护员工组建、参加工会的权利，认真听取和收集员工的诉求；公司鼓励其员工就有关公司政策和/或工作条件的问题进行沟通，并将为员工提供沟通机会。

We promote positive labor relations, protect employees' rights to form and join unions, and actively listen to and gather employees' expectations. We encourage open communication among employees regarding our policies and working conditions, and provide them with channels for communication.

公司提供平等和公平，同工同酬，免于歧视与骚扰，没有威吓、谩骂、剥削或性侵犯行为的工作和生活环境，禁止地域等任何形式歧视、侮辱人格的行为；公司在雇佣、晋升、决定工资或工作安排等任何人事实践中均不会因肤色、种族、宗教、性别、年龄、性取向或残疾而对员工施加歧视性待遇。

We provide an equal and fair work and living environment that is free from discrimination, harassment, and any intimidating, abusive, exploitative, degrading, or sexually abusive behavior. We adhere to the principle of equal remuneration and do not discriminate against employees based on their skin color, race, religion, gender, age, sexual orientation, or disability in any practices, including hiring,

# 东方日升新能源股份有限公司社会责任政策 Corporate Social Responsibility Policy

promotion, wages, or work arrangements.

公司对所有员工予以尊重与尊严，反对任何形式的肉体惩罚与精神或语言上的侮辱；任何对其他员工进行虐待的员工将被立即解雇。尊重员工各类权利，包括隐私权、员工自由结社和集体协商的权利。

We value and uphold the dignity of all employees and prohibit any form of physical punishment, verbal abuse, or psychological mistreatment. Any employee found engaging in such behavior will be promptly dismissed. We also respect the human rights of employees, including the rights to privacy, freedom of association, and collective bargaining.

公司将遵守所在国家和/或地方劳动法律规定的正常工作时间和加班时间，合理安排生产计划，适时安排工人的工作时间和休息、休假。

We will adhere to the working hours and overtime regulations stipulated by the labor laws of the host countries. We will reasonably schedule production plans and appropriately manage the working hours, rest periods, and vacations of our employees.

公司将遵守所在国家和/或地方劳动法律规定的正常工资和加班工资。定期提供合理、合法的工资福利，至少满足工人的基本生活需求。公司将确保每月发放一次工资，除非所在国家和/或地方法律规定的工资发放周期更短。公司禁止以纪律措施或任何其他原因为由扣留工资。

We will comply with the regular and overtime wage regulations stipulated in the labor laws of host countries, and provide living wages and benefits to meet the basic needs of workers. Wages will be disbursed monthly, unless shorter payroll cycles are mandated by local laws. We strictly prohibit withholding wages under the pretext of disciplinary measures or for any other reason.

公司将制定社会责任管理体系内容相关的培训计划，对公司内部员工和相关方，特别是所有负责供应链和采购决策的员工进行培训。培训将在员工入职时进行，并在入职后每年进行培训。当法律法规要求公司的政策改变时，公司将进行额外的培训。

# 东方日升新能源股份有限公司社会责任政策 Corporate Social Responsibility Policy

We will establish a training program on social responsibility management system for stakeholders, especially employees involved in supply chain and procurement roles. Training will be provided during onboarding and annually thereafter. Additional training sessions will be conducted as needed to align with changes in laws and regulations affecting our policies.

公司将提供足够的机会和程序保障，以便员工和相关方可以及时与公司沟通。员工或其他相关方如得知任何违反本政策的指控和/或发现违反本政策的情况，应立即通知公司的投诉管理委员会。公司将立即对指控进行调查，以确定是否存在违反本政策的情况。公司将对举报的员工的姓名和身份信息保密，任何员工都不会因举报而受到负面影响。故意违反此政策的员工将被解雇。

We will establish opportunities and procedures for stakeholders to communicate with us promptly. Employees or other stakeholders who become aware of or discover any violations of this policy shall immediately notify our Complaint Management Committee, and we will promptly investigate the allegation. We will maintain the confidentiality of the whistleblower's name and other identifying information, and no employee will face retaliation for making a report. Employees who intentionally violate this policy will be subject to dismissal.

公司建立社会责任管理体系政策、程序与实施文件，设立相关的执行团队与监督机制，定期评审体系适宜性、有效性，采用有效的方法与形式影响利益相关方，持续改进，不断完善。We have established policies, procedures, and implementation documents for our social responsibility management system, along with an executive team and supervisory mechanism. We regularly evaluate the effectiveness of the system and continuously improve it to ensure that we employ effective methods to engage stakeholders.

# 东方日升新能源股份有限公司社会责任政策 Corporate Social Responsibility Policy

公司将及时更新本政策，并将发布在公司的网站上：[www.risenenergy.com](http://www.risenenergy.com)  
We will update this Policy promptly, and the latest version will be accessible on our website at [www.risenenergy.com](http://www.risenenergy.com)

签名 (President Signature) : \_\_\_\_\_

日期 (Date) : July 2024