

Chint New Energy Technology Co., Ltd. Supplier Code Of Conduct

Chint New Energy Technology Co., Ltd. (hereinafter as “the Company” or “we”) is proud of providing high-quality photovoltaic products. We believe that it is our social responsibility to operate our business in accordance with the highest business ethics standards, and to require our suppliers to comply with the same standards. This commitment is the foundation of the Company’s values and our business. The Company requires our suppliers to comply with this Supplier Code of Conduct (“the Code”), even when the Code exceeds the requirements of applicable laws. Our suppliers are encouraged to satisfy the requirements at a higher level than the Code.

1. Child Labor

Suppliers must engage employees who satisfy the following requirements: (i) older than 16; (ii) the age of completion of compulsory education; or (iii) the minimum age to work in the country where the work is performed. Furthermore, employees under the age of 18 must not perform hazardous work. Suppliers shall keep the records of each employee’s date of birth or confirm the age of each employee in a legal manner.

Guidance: Suppliers shall comply with the laws and regulations regarding the minimum working age. It is prohibited to hire employees of any age, including apprentices or technical school students, in violation of local regulations on the minimum working age and the age of compulsory education.

If there is no independent document, suppliers must confirm the age of employees in other legal and reliable manner. Suppliers shall properly keep records and make copies of the supporting documents related to the employee’s age.

2. Wages and Benefits

Suppliers shall fairly pay wages and provide benefits to all employees in accordance with the requirements of applicable laws.

Suppliers shall pay their employees the wages that satisfy the applicable minimum wages or the local industry minimum wage standard.

Suppliers shall pay their employees the overtime and bonus in accordance with the requirement of applicable laws.

Suppliers shall pay all benefits in accordance with the requirement of applicable laws, without unlawful deduction.

Suppliers must communicate with their employees' concerning wages, bonus and benefits that they are entitled to receiving under applicable laws by providing payroll or other payment documentation.

Deductions from wages as a disciplinary measure are not permitted.

3. Fair Treatment

All employees must be treated with respect and dignity. Suppliers must not engage in or permit physical, verbal, or psychological abuse or coercion, including threats of violence, sexual harassment, or unreasonable restrictions on entering or exiting work and residential facilities. Employees must be free to voice their concerns to the Company, and allowed to participate in the Company's audit process towards employee's working environment, without fear of retaliation by the management.

Suppliers shall comply with the Company's rules concerning labor disciplines and with all applicable laws and regulations.

Suppliers shall comply with all the laws prohibiting harassment and abuse.

4. Anti-discrimination

Working conditions must be based on an individual's ability to do the job, not on personal characteristics or beliefs. Suppliers must not discriminate on the basis of race, color, national origin, gender, sexual orientation, religion, disability, age, political opinion, pregnancy, marital or family status, or similar factors in hiring and working practices such as job applications, promotions, job assignments, training, wages, benefits, and termination. Suppliers must not subject employees or applicants to medical tests that could be used in a discriminatory manner.

5. Immigration Compliance

Suppliers shall hire employees who have a legal right to work. If suppliers hire foreign or migrant employees, such employees must be hired in full compliance with the immigration and labor laws of the host country.

6. Freedom of Association

Suppliers must respect the rights of employees to establish and join a trade union of their own selection, and the rights of collective bargaining in a peaceful and lawful manner.

Suppliers must comply with all laws governing trade union and collective bargaining.

Employees shall not be subjected to harassment, intimidation or retaliation for the exercise of their rights to join trade union and collective bargaining.

Suppliers must keep their employees' complaints as confidential.

7. Safety and Health

Suppliers must comply with applicable laws regarding working conditions and provide employees with the training regarding the safety operation in the workplace.

Occupational Safety. Suppliers must educate employees on safety procedures and also control the exposure to potential physical safety hazards by implementing physical guards, barriers, and/or engineering and administrative controls. Employees must be informed and receive appropriate education in advance if they will be working with (or otherwise exposed to) hazardous or dangerous conditions or materials. In addition, employees must be given appropriate personal protective equipment and educated and trained on the proper use of such equipment. Suppliers must manage, track, and report occupational injuries and illnesses.

Physically Demanding Work. Suppliers must continually identify, evaluate, and control physically demanding tasks to ensure that employee health and safety is not jeopardized.

Emergency Preparedness and Response. Suppliers must identify and plan for emergency situations and implement and train their employees on response systems, including emergency reporting, alarm systems, notification and evacuation procedures, training and drills, first-aid

supplies, fire detection and suppression equipment, and unblocked exit facilities.

Machinery Maintenance. Suppliers must implement a regular machinery maintenance program. Production and other machinery must be routinely evaluated for safety hazards.

Sanitation and Housing. Employees must be provided with reasonable access to clean toilet facilities and potable drinking water. If suppliers provide a canteen or other food accommodations, they must include sanitary food preparation, storage, and eating accommodations. If suppliers provide residential facilities for their employees, they must provide clean and safe accommodations with free movement privilege.

Suppliers must properly manage the operation of dangerous goods and devices.

8. Voluntary Employment

Suppliers shall hire employees on a voluntary basis, and shall not use prison workers or enslaved workers, and shall not physically injure employees or perform any other form of forced labor. Suppliers must not traffic employees or in any other way exploit employees by means of threat, force, coercion, abduction, or fraud.

Working must be voluntary, and employees must be free to leave work and terminate their employment or other work status with reasonable notice.

Suppliers shall not use forced labor - imprison, debt bondage, indentured, or otherwise.

Supplier shall not force overtime work. Suppliers shall not detain employees or restrict their freedom of movement.

Suppliers must not require employees to surrender government issued identification documents, passports, or work permits as a condition of working, and suppliers may only temporarily hold onto such documents to the extent reasonably necessary to complete legitimate administrative and immigration processing.

Employees shall not be required to pay recruitment, hiring, or other similar fees related to their employment. Suppliers must bear or reimburse to their employees the cost of any such fees. All fees and expenses charged to employees must be disclosed to the Company and communicated to employees in their native language in advance of employment. The Company also expects our suppliers to hold their third-party labor agents or brokers to the standards and practices covered by the Code.

Suppliers must ensure that each of its staffing or recruiting agencies complies with the Code and with the more stringent of the applicable laws of the country where work is performed and the employee's home country.

Employees must be provided clear and understandable contracts regarding the terms and conditions of their employment.

9. Working Hours

Suppliers shall comply with all applicable laws related to regular working hours, overtime and benefits.

Suppliers shall provide all employees with documents related to salary, working hours (including overtime), wage standards, benefits and any deductions.

Suppliers must provide rest days, public holidays and paid holidays.

Except in unusual or emergency situations, each employee must be entitled to at least one day off for every seven-day work period.

In all circumstances, working hours must not exceed the maximum amount permitted by law.

10. Environment

Suppliers must comply with applicable environment protection laws. Suppliers are encouraged to implement a mechanism that are designed to minimize the impact on the environment by the supply chain, the production process, and the products themselves.

Environmental Permits and Recordkeeping. Suppliers must obtain and keep records of all required environmental permits, approvals, and registrations and follow applicable operational and reporting requirements.

Effective Management and Disposal of Hazardous Substances. Suppliers must effectively identify and manage the safe handling, movement, storage, and disposal of chemicals and other substances that pose a threat to the environment, including providing employees with appropriate training on the safe-handling and disposal of hazardous substances. Suppliers must also monitor and control wastewater or solid waste generated from business operations before disposing in accordance with applicable laws. In addition, suppliers must characterize, monitor, control, and treat regulated air emissions before discharging in accordance with applicable laws.

Continuous Improvement. The Company encourages our suppliers to continuously improve and reduce waste. The Company welcomes suggestions and feedback from our suppliers to improve the Company's own operations and processes.

11. Ethical Behavior

Suppliers must operate in accordance with the supplier management system, procurement system and financial system adopted by the Company, and shall not carry out activities other than suppliers' business.

No Bribery. Suppliers shall not engage in bribery with anyone for any reason, whether dealings with government officials or the private sector. This includes offering, promising, giving, or accepting anything of value to obtain or provide undue or improper advantages to anyone for any reason.

Anti-Corruption. Suppliers must comply with applicable anti-corruption laws, and never bribe a government official on the Company's behalf. Suppliers shall not offer, give, or promise anything of value, either directly or indirectly, to government officials to encourage them to act improperly or to reward them for doing so. Prohibited payments may take many forms including, but not limited to, cash or cash equivalents, gifts, meals, and entertainment. Any questions regarding the applicability of this provision or exceptions to this provision must be directed to the Company. Suppliers are encouraged to report any corruption behavior of their employees or management that involves the Company, through the following ways:

Reporting phone number: 021 – 67777777—80021

Reporting email: ghj@chint.com

Whistleblower Protections. Suppliers must protect the whistleblower confidentiality and prohibit retaliation against the employee who reports workplace grievances. Suppliers must establish a mechanism for employees to submit their grievances anonymously.

Suppliers must abide by the “Integrity Commitment” in the procurement contract.

12. Management System

Suppliers must adopt a management system to ensure compliance with applicable laws and the Code and to facilitate continual improvement.

Management Accountability and Responsibility. Suppliers must have designated representatives responsible for implementing the management system and program that oversee compliance with applicable laws as well as the Code. Senior management must routinely review and assess the quality and efficiency of the management system and program. The Company also expects our suppliers to hold their suppliers and subcontractors to the standards and practices covered by the Code.

Risk Management. Suppliers must establish a process to identify the environmental, health, safety and ethical risks associated with the operational and labor practices. In addition, the management shall develop an appropriate process to control identified risks and ensure regulatory compliance.

Training. The management must maintain appropriate training programs for managers and employees to implement the standards in the Code and to comply with applicable legal requirements.

Communication and Employee Feedback. Suppliers must clearly and accurately communicate and educate employees concerning the Company’s policies, practices and expectations. The Company may require suppliers to post the Code in a location accessible to their employees (translated into the appropriate local language(s)). In addition, the Company encourages suppliers to partner with us to implement a process to assess the employees’ understanding of the standards and practices covered by the Code.

Documentation and Records. Suppliers must establish, retain and dispose of business records in full compliance with applicable legal requirements along with appropriate confidentiality to protect privacy.

13. Other Responsibilities

Without the permission of the Company, suppliers shall not outsource the production of the Company's products or raw materials. In case of outsourcing, the outsourcer must agree to abide by the Code.

Suppliers and outsourcers are required to communicate the Code to their employees.

14. Corrective Action

Suppliers' compliance with the Code is subject to the Company's review, including third-party auditing of work and residential facilities and conducting confidential employee interviews. Suppliers must be transparent and provide prompt access to their facilities, records and employees during the audit. We require suppliers to promptly provide a detailed remediation plan and take corrective actions for deviations from the Code, and the Company will track suppliers' remediation efforts. Company may (without liability) terminate its relationships with any supplier found to be in violation of the Code, including for denying prompt access to our auditors.

15. Compliance

Suppliers must comply with the regulatory requirements and industry standards under all applicable laws, and keep the records of compliance with such laws and standards to the extent permitted by law.

Chint New Energy Technology Co., Ltd. is committed to the following:

reduce the production costs of suppliers, develop products and select sustainable raw materials and suppliers based on the consumers' expectations for sustainable development and evolving demands; design environment friendly products, minimize the impact on the environment, realize the virtuous cycle of resources and achieve a long-term development.