

2014 Corporate Social Responsibility Report





About the Report

Range and Scope of the Report

Trina Solar started to compile and issue the Corporate Social Responsibility Report in 2010, and the last Report was published and issued in August, 2014.

The Report elaborates on Trina Solar's ideas, strategies and concrete practices in relation to corporate social responsibility in 2014, covering all factories and operating business units which were under management control of Trina Solar. It includes all managed operations and consolidates our reporting on economy, environment, people and community. In this report, we explain our vision and policy with respect to corporate social responsibility and report on our management approaches, activities, initiatives and our key performance indicators in this field during 2014.

The annual Corporate Social Responsibility Report is dedicated to providing information to all stakeholders, including stockholders, potential investors, clients, staff, the communities we live and work in, business partners, public welfare organizations, media and government, to help them understand and evaluate Trina Solar's influence, risks and opportunities in relation to sustainable development. We will continue to improve the disclosure quality of social responsibilities and gradually widen our sustainable development road.

Report Frame

Trina Solar refers to Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines to compile our Corporate Social Responsibility Report every year. The 2014 Corporate Social Responsibility Report is based on the Sustainability Reporting Guidelines G4 of GRI by revealing relevant information according to its disclosure plan.

Data Measurement

The data in this Report mainly comes from the original records of practical operation. The information in the Report will receive internal auditing by the company, and some special content will be subject to external auditing. We will periodically validate the effectiveness of the data collection process and data management system. We obtained ISO14001 Environmental Management System certification in 2008 and OHSAS18001 Occupational Health Management System certification in 2010. In 2011, we got the ISO14064-1 certification for Greenhouse Gas Emission Data Verification. In 2012, we passed the Product Carbon Footprint Verification PAS2050. We validate the effectiveness of these systems through external auditing every year.

Our CSR report is prepared both in Chinese and English. Each has paper and electronic versions. The electronic format will be published in the form of PDF, which you can acquire from Trina Solar's website. We appreciate your comments or feedbacks on this report via e-mailing to EHS_Department@trinasolar.com.

Report Compilation Process

- Formulation of CSR policy and development of publishing plan.
- Identification of stakeholder interests and collection of materials.
- Designing, drafting, editing and proofreading.
- Final approval by the top management.
- Report publication, feedback collection and continuous improvement.

Message from the Leadership



As part of our commitment to sustainable development and innovation, we will continue to integrate the ideas in our entire manufacturing and operation process. We strive to drive down the cost of photovoltaic (PV) power generation through constant technological innovation, making solar power affordable for everyone while meeting the worldwide demand for clean energy. We look forward to creating a framework for a future-oriented, cleaner, sustainable energy system so as to benefit mankind with solar energy.



To Our Distinguished Stakeholders,

Welcome to reading Trina Solar's Corporate Social Responsibility (CSR) Report of 2014.

In recent decades, economic development and population growth have driven an enormous demand for energy worldwide, causing vast amounts of greenhouse gases emission to the atmosphere through fossil fuel burning, and resulting in global warming. A future powered by sustainable, clean energy is necessary to tackle the enormous challenges mankind faces regarding fossil energy shortages and global warming. As a leader in corporate responsibility and sustainable development, we pay more attention to social responsibility so as to promote sustained environmental and social development, while focusing on our own development.

The effects of the international financial crisis and disputes within the PV field made 2013 a rough year for the industry. Nonetheless, here at Trina Solar, providing clean, reliable and affordable solar energy in a responsible manner is not only an obligation, but also an inner drive guiding our progress in the right direction. We believe that working together is the only way to ensure a bright future for all. Our mission is to benefit mankind with solar energy. As the Chinese saying goes, "He who would climb the ladder must begin at the bottom". In the face of such challenges, Trina Solar's staff has continued to push forward to respond, innovate, develop and transcend. Thanks to this, the company has achieved profits for six consecutive quarters since Q3 2013. In 2014, the total shipments of modules manufactured by Trina Solar reached 3.66 gigawatts, an increase of 41.9% compared to the previous year; net revenues reached 2.29 billion USD, indicating a year-over-year growth of nearly 29% along with a net profit of 61.26 million USD. Despite adverse circumstances, we have improved and further consolidated our position as a leading manufacturer in the PV field, as well as the largest supplier of PV modules in the world.

The environment is the cornerstone for the survival and development of mankind. As a global enterprise, we are committed to promoting harmonized development for people and their environment through constant innovation. Trina Solar has the ideas of environmental protection and social responsibility deep-rooted into every step of its manufacturing and operation processes. In 2014, Trina Solar was ranked No. 1 globally in environmental and social performance in the 2014 Solar Scorecard, an award system established by the Silicon Valley Toxics Coalition (SVTC), a non-profit organization engaged in promoting human health and environmental justice. The Solar Scorecard covers 12 assessment indexes including extended producer responsibility, emission transparency, chemical reduction plan, worker rights/health/safety, supply chains, module toxicity, recycling, biodiversity and Energy & GHGs etc. This is the third consecutive year that Trina Solar has won the honor. In June 2014, Trina Solar won the Blue Sky Award issued by the United Nations Industrial Development Organization (UNIDO) for its high-efficiency crystal Honey Ultra Cell/Module. The Honey Ultra technology is appraised as the most valuable technology in the renewable energy industry. These achievements demonstrate technology innovation and comprehensive product

performance made by Trina Solar.

Constantly improving energy efficiency and coping with global warming are the fundamental targets of Trina Solar's product design and innovation. In 2014, our company began implementation of ISO50001/GBT23331 (Energy Management System) standard. We are committed to integrating the concept of environmental protection and sustainable development into every stage of our manufacturing processes, including product planning, design, purchasing, R&D and production. We are continuously improving energy and resource utilization rates by implementing energy saving projects. We spare no effort to reduce environmental impact. In May 2014, we received the Excellence Award of Low Carbon & Green Management issued by the British Standards Institution (BSI), a leading provider of international standards and related services. In October 2014, we successfully passed the Product Carbon Footprint verification by BSI. The verification showed that we achieved a reduction of 13.2% in our product's carbon footprint, compared to that in 2012. The achievement is a result of our relentless pursuit for sustainable development.

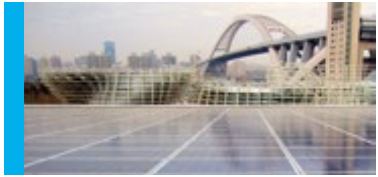
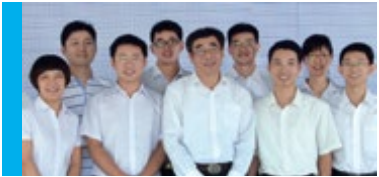
Trina Solar has always considered social responsibility as an important factor toward achieving sustainable development. Our company has vowed to deliver corporate social responsibility and has kept its promise. As far back as 2003, Trina Solar participated in the China Township Electrification Program, building 40 off-grid solar power stations in Changdu, Tibet, to help local residents step into modern life after a lifetime without electricity. In August 2012, the Trina Road, funded and built by Trina Solar, officially opened in Xinjiang, Wuqia County. As part of the Xinjiang aid project, Trina Solar contributed to the economic development of the western border area. Towards the end of 2013, Trina Solar participated in the National Poverty Alleviation Project, the new demonstration project for rural applications of the PV industry. The town of Qinghu, in Lianyungang, Donghai County, was integrated into the state grid and officially started electricity generation. The project became the first domestic rural residential community to implement multiple-block joint-rooftop PV power generation, providing 129 local residents with clean and stable solar electricity. Furthermore, Trina Solar has also donated solar modules to Haiti which was hit by a devastating earthquake and tsunami, and other remote poverty-stricken areas in Africa, in an effort to address the living conditions for local residents. As a result of these efforts, Trina Solar was awarded the Best Green Contribution Award 2013 at the 3rd China Charity Festival & "Because of Love" Public Welfare Grand Ceremony in 2014.

In the future, as part of our commitment to sustainable development and innovation, we will continue to integrate these ideas in our entire manufacturing and operation process. We strive to drive down the cost of PV power generation through constant technological innovation, making solar power affordable for everyone while meeting the worldwide demand for clean energy. We look forward to creating a framework for a future-oriented, cleaner, sustainable energy system so as to benefit mankind with solar energy.

Jifan Gao
Chairman and CEO of Trina Solar



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01 Governance Development

Trina Solar is committed to achieving and maintaining the highest level of corporate governance, maintaining sound and good corporate governance rules, so as to guarantee the interests of shareholders, customers and employees. It strictly complies with effective laws and regulations in the countries and regions where our business is operated, and with applicable guidelines and regulations issued by regulatory authorities; and verifies the Company's management system regularly. The company pays great attention to the compliance operation in good faith; follows the laws and regulations, international conventions and business ethics; sticks to taking care of the relationship with suppliers, clients, government departments, partners, competitors and other stakeholders with principles of fairness and honesty. It wins respect and the market in good faith, and improving the company's internal quality and value with compliance operation,

- Company Profile
- Corporate Culture
- Corporate Governance
- Guidelines and Policies
- Communication with Stakeholders
- Challenges and Opportunities
- Key Performance
- Awards

Company Profile

Founded in 1997, Trina Solar is a leading global provider of photovoltaic modules, system solutions and services. Trina Solar regards providing reliable and high-performance photovoltaic system as its duty. Although it has grown to a leading enterprise in the global solar industry, its core commitment will always be to provide customers with clean and reliable solar photovoltaic systems of the highest quality.

As one of the earliest Chinese photovoltaic system integrators, Trina Solar is committed to working closely with installers, distributors, public utilities and project developers all over the world to create smart energy together. We pledge to establish a sustainable solar energy industry and constantly lead the industry in technological innovation, product quality, advocating of environmental protection, fulfillment of social responsibility, etc.

Shipments of 2014

3.66 GW

Employees

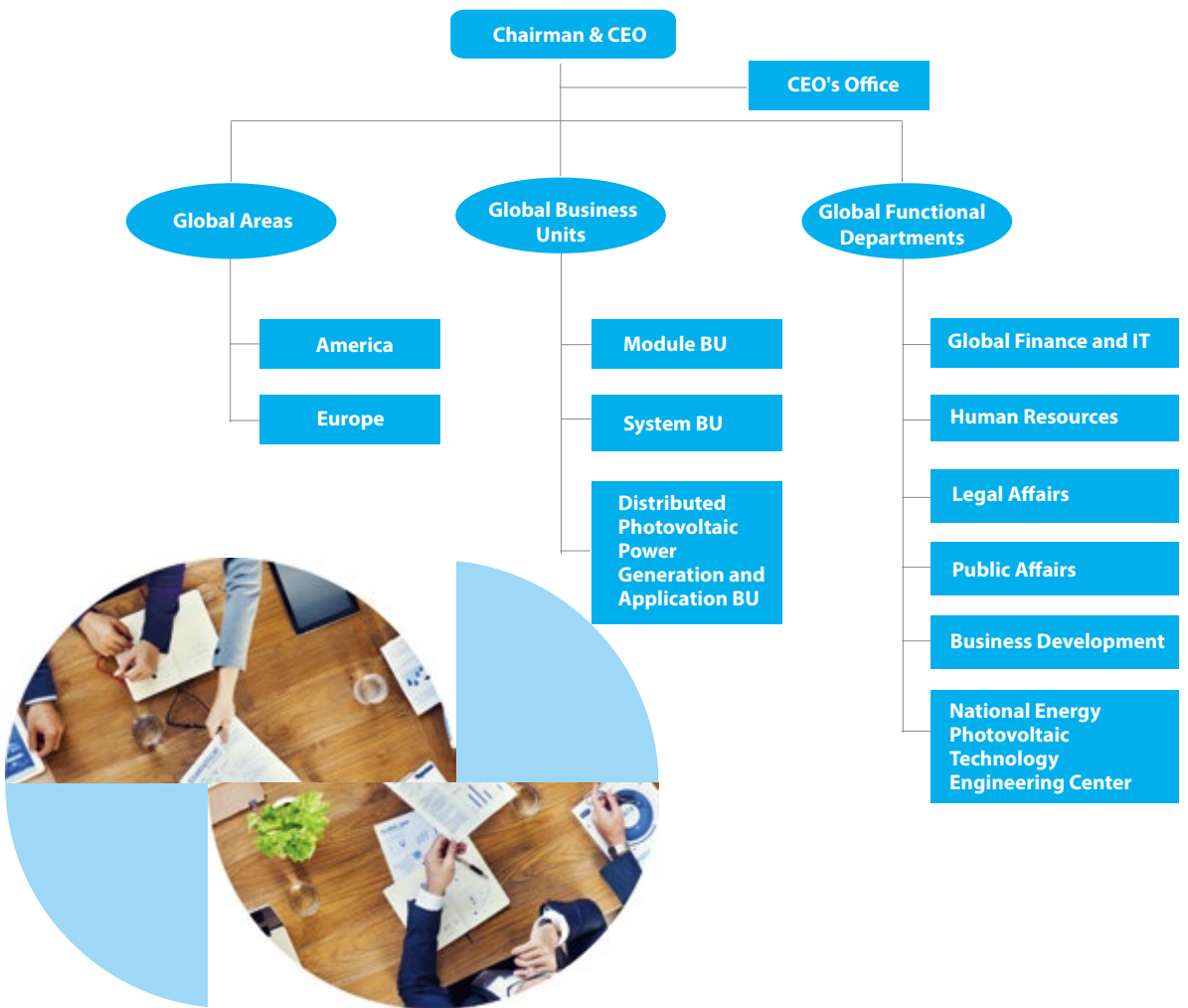
14,280

Business Coverage

25 countries

Organizational Structure

Directed by our corporate strategy and core business process, we keep optimizing our organizational structure by identifying a global system on basis of our product manufactured with three Business Units (Module BU, System BU, Distributed PV Generation and Application BU) as the main part, regions as the drive power for business development and efficiently supported by functional departments of headquarters. The functional departments in headquarters mainly focus on strategic planning, business supporting and risk control, while each business unit focuses on strategy implementation. The regions will be responsible for the market exploration, administrative management and public relations in each local region to support the realization of corporate strategy.



Corporate Culture

We are fully aware that excellent corporate culture makes a good working atmosphere. It is the inner drive for sustainable development, the essential factor for corporate unity improvement and sound development, the basic foundation for establishing our core competitiveness and the effective guarantee for realizing our mission and vision.

In Trina Solar, Benefit Mankind with Solar Energy is our common commitment for the future. "Customer Focus, Open-mindedness, Respect & Win-win, and Pursuit of Excellence" is the core belief rooted deeply in our hearts. It is the cultural gene that we insist and agree on for the long term, and the spiritual guideline leading us to achieve such joint commitment.

Mission

Benefit Mankind with Solar Energy!

Vision

2020: To be a Global Leading Smart Energy Group !

Core values

Customer Focus
Open Mindedness
Respect & Win-win
Pursuit of Excellence

Case

Reading Festival of Trina Solar Library

Books are the ladder of human progress. In order to welcome World Reading Day on April 23rd, Trina Solar organized a series of activities for the reading festival from April 18th to May 18th, including the establishment of a reading group, organizing an exchange of reading experiences, holding a lecture about happy life and happy career, etc. It aims to encourage staff to broaden their horizons through reading and develop a habit of reading!



Customer Focus

We are dedicated to create long term value for our customers.

- Seek to proactively understand customers' needs
- Respond to customer requests promptly and effectively
- Provide excellent customer service and experience
- Achieve commercial success through continuous innovation

Open Mindedness

We always challenge and improve ourselves by adopting an open minded attitude.

- Think and act with integrity and honesty
- Courage to exhibit personal accountability
- Accept feedback with humility and willing to improve self
- Accept and embrace change

Respect & Win-win

We achieve win-win through respect and cooperation.


- Respect others and build trust
- Foster a harmonious and effective working environment
- Create personal and team success
- Pursue win-win for all stakeholders

Pursuit of Excellence

We pursue higher goals under the guidance of our mission and vision.

- Possess a strong sense of ownership
- Dedicate to goal achievement with a pragmatic and factual attitude
- Challenge self and continuously exceed status quo
- Strive to be #1 through continuous innovation

Core Values



In order to integrate the core values in the daily behavior of each Trina Solar employee and put it from words into action, we continue to take a variety of programs to ensure that the core values are rooted in every aspect of our business. We maintain consistency in both thought and action in daily operations and provide effective services to our customers at the same pace.

Implementation Actions

- Set up a mailbox for corporate culture communication to collect each employee's suggestions and comments regarding the cultural construction.

- Establish Trina Solar Culture Construction Team to promote the Company's cultural construction so that we have correct guidance for thinking and action in daily work.

- Organize the corporate culture forum where Trina Solar employees can express their understanding on the core values, share experiences and stories associated with the same, and transmit and gather the endless Trina culture!

- Conduct 360-degree Trina Culture Evaluation to help all the employees have a deeper understanding of Trina Solar's culture and core values, get aware of the importance of our corporate culture. Let employees know their own advantages and improvement opportunities in the core value-related practice, and take this as the reference to make improvement continuously, so that our core values can become the lasting power for Trina Solar's growth.

Corporate Governance

Trina Solar adheres to being customer-centered, constantly improving its transparent and open company management system and gradually building a responsible, honest and compliant corporate management mechanism. Trina Solar defines the company's decision-making power, business management right and supervision right. The check and balance ensures that the company runs smoothly.

Board of Directors

Trina Solar has established Board of Directors and laid down the requirements of "Trina Solar's Corporate Governance Regime". We have three committees under the Board of Directors, which evaluate and discuss all the important matters proposed to the Board. The committees' responsibility is to ensure the company's decisions being made in a scientific, rational and efficient way.

Audit Committee	<ul style="list-style-type: none">Overseeing our accounting and financial reporting processes and audits of the financial statements of our company.Selecting the independent auditors and pre-approving all auditing and non-auditing services permitted to be performed by the independent auditors.	Compensation Committee	<ul style="list-style-type: none">Assisting the board in reviewing and approving the compensation structure, including all forms of compensation, relating to our directors and executive officers.Examine and verify programs related to employees' salary and welfare.	Corporate Governance and Nominating Committee	<ul style="list-style-type: none">Identifying and recommending qualified candidates to the board for selection of directors nominees for election or re-election to the board of directors;Monitoring compliance with our code of business conduct and ethics.
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Communication with Shareholders

Performance Evaluation

Development and Succession Plan

Integrity & Compliance

We firmly believe that integrity and legal compliance are the two cornerstones for sustainable development. Trina Solar seeks to exceed its rivals with transcendent business performance by fair and honest competition, rather than illegal or unethical business practices. The company strictly prohibits infringement of the third parties' intellectual properties. We adhere to the principles of fairness, integrity and legal compliance. Every employee is required to treat customers, suppliers and competitors equally and respect their rights.

Anti-corruption

We focus on legitimate business and adhere to the highest standards of business ethics for the operation of the company, not limited to following laws and regulations, but also following more strict requirements. Trina Solar has formulated the Gift and Benefit Receiving Management System, Gift and Entertaining Management System, Trina Solar Reporting System and so on. These systems completely reflect Trina Solar's moral values and business operation rules, requiring and helping Trina Solar employees to always carry out their practical work based on these ethical standards advocated by the company.

In 2014, we kept perfecting our internal audit and control system and anti-corruption system to comply with business ethics. Also we organized employees at important positions to learn provisions about honest practices. Gradually we established a comprehensive management and control mode by conducting prevention and control simultaneously, combined with education, to prevent the occurrence of corruption from aspects of awareness and system.

Case

Creating a Mechanism to Solve Employees' Problems or Doubts

Employees can report misconducts or questionable business practices of staff and suppliers through e-mail, telephone, correspondence or interview to the Business Ethics and Anti-fraud Auditing Department (including commercial bribery, embezzlement, fraud, conflicts of interest, misuse of assets, etc.).

Continuous training and education is the foundation for setting up staff consciousness of legitimate business. We prepare E-Learning training courses on business ethics for all staff to learn and strengthen practice of important knowledge. This helps to warn and instruct the existing staff to comply with laws and regulations through timely share of cases and improvement of the workflow. We also prevent possible corruption-related behaviors via mails in holidays.

We ensure employees abide by business ethics in a clear, simple and direct way, and ensures the Company's business always in line with applicable business ethics policies.

Risk Management

Risk management and control is the necessary condition for the enterprise's stable development and the safety of employees. To better identify and deal with all kinds of financial and non-financial risks, based on the attitude of being responsible for our stakeholders, we set up a risk management department and formulate risk control system to regularly monitor the major risks in daily operations. At the same time, in the executive conference twice a year, risk issues are collected from senior management through the risk questionnaire. Afterwards, significant risks faced by the company are discussed and updated. Trina Solar prepares a risk improvement plan, monitors indicators for systematic risk management, and reduces the possibility of any major losses for the company.

Business Ethics and Anti-fraud

Trina Solar has established the business conduct and ethics code. The code specifies the common code of conduct for Trina Solar in business activities. If the code set out more stringent requirement than practices or applicable regulations, it should prevail, so as to ensure that all of our business activities conform to the highest standard of business ethics and anti-fraud measures. This code aims to prevent misconduct and advocates the followings:

- Honest and ethical conduct, including morally dealing with actual or apparent conflicts of interest between personal and professional relationship.
- Submitting comprehensive, fair, accurate and timely reporting of files to the U.S. Securities and Exchange Commission.
- Following relevant laws, regulations and rules.
- Reporting any internal violation of the Code in a timely manner.
- Every staff member of Trina Solar should follow this code.

With headquarters in China, Trina Solar sets up professional agencies within the scope of global business. The Business Ethics Committee leads the company's business ethics construction and promotion. A full-time department has been established, responsible for dealing with reports, complaints, consulting and other matters relating to business ethics and anti-fraud. Through the establishment of an ethics hotline, a special mailbox for anti-fraud and other channels and mechanisms, risks and challenges in the business environment are found in a timely manner, and the ethical risks are minimized. We have issued requirements and operation guidance about corporate governance on the company's official website (www.trinasolar.com).



Guidelines and Policies

We established and maintained a complete environment management system and occupational health management system in line with international standards, i.e., ISO14001 and OHSAS18001. We set up Environmental Health and Safety (EHS) policy and Product Stewardship policy. The policies show our top management's commitments to complying with applicable legal and other requirements, as well as prevention of EHS accidents and continuous improvement. The policies are the motivation for implementing and improving our EHS management system so that we can maintain and improve our EHS performance.

Environment, Occupational Health & Safety and Energy Management Policy

Trina Solar is committed to research and development, design and manufacture of solar energy photovoltaic modules and system solutions so as to reduce the overall costs of solar energy power generation. While providing clean energy products for human beings, we attach high importance to the occupational health and safety of employees and value the harmonious development of enterprise and environment. Our vision is to create a safe, healthy and harmonious working environment for employees, efficiently utilizing energy and natural resources, to create a communion with nature for human beings. We hereby make the commitment to:

- Comply with all applicable EHS & energy management laws & regulations and meet interested parties' requirements.
- Promote sustainable manufacturing and build an environmentally-secure planet by making efficient use of energy and resources and maximizing raw material recycling.
- Commit to the prevention of pollution, occupational injury and illness to minimize its negative impact on environment and ensure employee's health and safety.
- Proactively reduce occupational injury and illness risks and promote employee health and well-being.
- Consistently reduce energy consumption and carbon emission from production and commercial operations by enhancing energy efficiency.
- Enhance employee EHS & energy conservation awareness and encourage employees to participate in EHS & energy conservation programs.
- Continually improve EHS & energy management performance via perfecting EHS & energy management system.
- Provide transparent EHS reports to stakeholders and other relevant interested parties.
- Pledge our support and commitment to help our suppliers to improve their EHS & energy management performance and take social responsibility.

Product Stewardship Policy

Trina Solar actively developed the product stewardship policy to ensure safety and environmental protection in terms of R&D, manufacturing, transportation, application and disposal of PV modules throughout its life cycle.

- Trina Solar conducts business in a manner that ensures compliance with all applicable regulatory requirements and industry standards. We commit to integrating environmental, health and safety responsibilities into all stages of our product life cycle.
- We believe that product stewardship, the ongoing performance improvement of products in terms of environmental, health and safety aspects, is one of the cornerstones of sustainable business. We act in a responsible manner to protect our employees, customers and the communities in which we operate.
- Trina Solar pledges to implement effective product stewardship management programs and show our commitment and leadership to meet the customers' increasing demands on safer and more environmentally sustainable products.
- Trina Solar actively strives to use and develop new raw materials and products in a responsible manner by assessing their risks for current and future generations.
- Trina Solar offers product guidance to customers, distributors and users so that our products are safely transported, stored and used. We voluntarily participate in take-back and recycling program for defective and/or end-of-life (EOL) solar modules.
- Trina Solar engages with stakeholders to periodically review the policy statement to ensure that it remains adequate and continues to meet stakeholders' expectations.

Case

Trinasmart Obtains "Intelligent Module" Certification

Trinasmart is a kind of intelligent module, which integrates innovative technology into the overall solution of solar energy modules. Users have access to relevant data of all modules in real time via their mobile phones or laptops. They only need to click the mobile device in hand to turn off the overall system in emergency situations. In case of electrical failure, Trinasmart could automatically turn off the malfunctioning modules. In case of fire, the modules may automatically stop working, thus reducing the danger brought to firefighters by high voltage in the course of rescue.

In October 2014, German Rhein TUV conducted a series of tests to such advanced intelligent modules based on accurate measurements of their electrical characteristics. By virtue of stable performance and reliable quality, Trinasmart intelligent modules won the first certification issued by German Rhein TUV for intelligent modules in China.



Communication with Stakeholders

To deal with the challenge posed by sustainable development, we need to make a concerted effort with all stakeholders to make use of our respective advantages to jointly promote sustainable development for human society through means of diversified cooperation. Through identifying stakeholders and conducting systematic classification management with them, Trina Solar has established stable and multiple communication channels. We have kept soliciting opinions of stakeholders for an extended period, so as to have a comprehensive understanding and respond quickly to the demands of stakeholders, better serve customers, make a contribution to society and satisfy the expectations of stakeholders.

In future, we will continue to work together with our partners worldwide to assume the changing power supply methods of the world as our responsibility and accelerate the transition to clean and reliable renewable energy. It is our tenet, our responsibility, and undoubtedly an opportunity to lead us to make progress.

Customers

We organized prospective customers to take part in Trinasmart and Honey Module training activities at the British Leicestershire Prestwold Driving Center. Prestwold Driving Center is located near Wymeswold, the biggest solar energy power generation plant in Britain, which is equipped with 134,000 Trina Solar photovoltaic modules. This training perfectly combines technical training with interactive experience, thus leaving a deep impression on prospective customers in attendance.



Employees

The roundtable communication meeting held monthly for management and employees is a platform by which corporate management can get to know the problems existing in finance, quality, production, safety and other aspects via interactive exchange with employee representatives. They can jointly analyze the problems with employees to seek solutions. Meanwhile, employee representatives can have access to more information about the company through the meeting, thus effectively improving cohesion with employees.



Commercial partners

We invited over 350 strategic partners and supplier representatives worldwide to attend the "2014 Trina Solar Annual Global Supplier Conference". At the conference, we jointly reviewed the performance achieved by Trina Solar in 2014, explored purchase planning and the win-win co-operation concept of 2015 and awarded the "Excellent Supplier Prize", "Technical Innovation Prize" and "Outstanding Quality Prize" for 2014.



Government

On October 27th, 2014, Jifan Gao, Chairman of the board and CEO, attended the SME Symposia in Wuxi held by Gaoli Zhang, Member of Standing Committee of the Political Bureau of the CPC Central and the Vice Premier of the State Council. With regard to the overall trend of the photovoltaic industry, existing difficulties and proposals, Jifan Gao gave a special report and put forward relevant policy proposals on the problems with financing, power station quota and taxation, etc. currently facing the photovoltaic industry.



Community

On May 18th, 2014, Trina Solar's bicycle riding environmental protection volunteers rode for 55 km to the Chinese Filial Piety Park after departing from a community where Changzhou headquarters is located. Throughout the journey, they promoted the low carbon life concept to citizens, visiting and teaching China's traditional culture of filial piety in Chinese Filial Piety Park to better develop, carry forward and inherit the filial piety spirit of China.



Peers

On September 22th, 2014, Dr. Pierre Verlindent, chief scientist of Trina Solar led Trina Solar's technical team to attend the 29th Europe Photovoltaic Conference. At the conference, Dr. Pierre took double glazed module products, researched and developed independently by Trina Solar, as the topic of lecture. Among the products, a new type of highly-efficient IBC cell became the main focus, which was jointly researched and developed by Trina Solar national key laboratory and Australian National University.



Stakeholders	Communication Methods	Our Responsibilities and Commitments
<div>Customers</div> 	<div>Customer satisfaction survey</div> <div>Interviews</div>	<div>Scrupulously abide by business ethics</div> <div>Provide safe and high quality products and services</div>
<div>Shareholders</div> 	<div>General meeting of shareholders</div> <div>Periodically release operation performance</div>	<div>Operate steadily and healthily</div> <div>Improve corporate governance structure</div> <div>Timely and accurately disclose information about the state of operations and other significant matters</div>
<div>Employees</div> 	<div>Employee satisfaction survey</div> <div>Training</div> <div>Performance management</div> <div>BBS forum</div> <div>HR hotline</div> <div>Reasonable suggestion mailbox</div>	<div>Provide comfortable workplaces</div> <div>Provide good welfare benefits</div> <div>Concern for employees' health and occupational development</div>
<div>Environment</div> 	<div>Energy saving and emission reduction</div> <div>Waste management and compliance discharge</div> <div>GHG verification, and reduction of product's greenhouse gas emissions</div>	<div>Rationally utilize energy and resources</div> <div>Implement energy saving and emission reduction methods</div> <div>Improve EHS management</div>
<div>Government</div> 	<div>Regularly reporting</div> <div>Policy research, planning and formulation</div> <div>Project cooperation</div>	<div>Pay taxes according to law</div> <div>Observe laws and regulations</div>
<div>Business Partners</div> 	<div>Regular talks</div> <div>EHS policy notification</div> <div>Supplier review</div> <div>Contractor training</div>	<div>Fair competition</div> <div>Joint development</div> <div>Promote cooperation based on mutual trust</div>
<div>Peers / Standard Association</div> 	<div>Industry forum</div> <div>Release of research findings</div>	<div>Keep promoting sci-tech innovation</div> <div>Forge a sustainable solar energy industry</div>
<div>Community</div> 	<div>Operation of public welfare/charity programs</div> <div>Employee volunteer activities</div> <div>Community communication</div>	<div>Devote to social public welfare</div> <div>Serve for community development</div>
<div>Media</div> 	<div>Media communication</div> <div>Regular information disclosure, such as the CSR report</div>	<div>Long term concern for media opinion</div> <div>Actively disclose information on social responsibilities</div>

Challenges & Opportunities

We believe that excellent enterprises can not only tackle challenges but can also grasp social demands and explore a larger market.

Over the past year, we have been striving assiduously, paying attention to every opportunity and challenge around the world and the locations where we operate to formulate long-term development strategies for such opportunities. Faced with Sino-Europe photovoltaic trade disputes, we uphold our mission and vision, actively promote and effectively participate. We have consolidated and expanded market shares in the European market and turned crisis into opportunity.

Challenges and Opportunities in 2014		Ways of Responding to Challenges & Commitment to Sustainable Development
• Main opportunities	<ul style="list-style-type: none">The national government and local government at all levels actively push and promote healthy development of the photovoltaic power generation industry. The National Energy Administration further implements a favorable policy on distributed photovoltaic power generation. A good micro-environment in China adds further momentum to the development of domestic photovoltaic enterprises and the layout of domestic market.	<ul style="list-style-type: none">Adhere to innovation and cooperation, maintain our leading global position in cost, quality and brand. Actively develop new technology, new channels, new markets, new modes and new services to provide clean energy in a sustainable way.Proactively develop both on-grid and distributed solar energy project while expanding modules manufacture.
• Main challenges	<ul style="list-style-type: none">Disputes relating to international trade	<ul style="list-style-type: none">Hold a press release against the US's second-time "Anti-dumping and Anti-subsidy", together with Chinese photovoltaic enterprises and the China Chamber of Commerce for Import and Export of Machinery and Electronic Products (CCCMB). Call for Chinese party and US party to resolve trade disputes through discussion and negotiation.

Case

The China Photovoltaic Industry Association Was Established and Jifan Gao, Chairman and CEO of Trina Solar Was Elected as the First Director of the Council

China Photovoltaic Industry Association is the first national level association for the photovoltaic industry, whose tenet is to promote healthy and sustainable development of the photovoltaic industry. On June 27th, 2014, the convention of the China Photovoltaic Industry Association was established and the first congress was held in Beijing. Attendees included Peihua Ma, Vice Chairman of Chinese People's Political Consultative Conference, Xueshan Yang, Vice Minister of Ministry of Industry and Information Technology of the People's Republic of China, heads of relevant departments of the central and local government, representatives and experts of the industry association, members of China Photovoltaic Industry Association and media reporters, etc. Jifan Gao, Chairman and CEO of Trina Solar was elected as the first director of the council of the China Photovoltaic Industry Association. About 150 members such as Trina Solar, Yingli, Ateso, GCL-POLY, GD Solar, Xi'an Huanghe, Jing'ao Solar, Xi'an Longi Silicon Materials, Guangdong Hanergy Solar and other photovoltaic companies attended the convention.



Jifan Gao, Chairman and CEO of Trina Solar

Cases

Accelerate the Development of Distributed Business

The Photovoltaic Power Generation Demonstration Project of Heyuan Power Plant

Guangdong Heyuan Power Plant is a coal fired power plant. By the end of 2014, The demonstration project of Heyuan Power Plant PV Power Generation contracted by Trina Solar, was accepted to generate power for connection to the grid. This photovoltaic power station, with a total installed capacity of 2 megawatts, makes full use of idle spaces such as the ground, roof and car shed of Heyuan Power Plant. It used 7,640 pieces of Trina Solar 260 watt high efficient polycrystalline silicon modules and adopted the self-production and self-consumption internal grid connection mode. It is estimated that the annual power generation capacity will reach 2.04 million kwh, the power generation capacity will be included in the internal power consumption system, and their annual carbon dioxide emission will be reduced by over 1,700 tons.



Successfully Held the First Forum on Distributed Photovoltaic System of Guangdong Province in 2014

On March 19th, 2014, Trina Solar held the first forum on the distributed photovoltaic system of Guangdong province in 2014 together with China Photovoltaic Society of Chinese Renewable Energy Society, Nandudu energy saving website (www.nandudu.com) and Zhongshan University. During the forum, the main discussion topics included technology, photovoltaic development, operation and maintenance, power station detection and acceptance, inverter and insurance, etc. The ultimate purpose of the forum was to help enterprises better grasp the opportunities for distributed photovoltaic development projects and standardize the industry to develop in an orderly fashion. It also can vigorously promote the development of distributed photovoltaic projects in Guangdong region to relieve the tough situation of power consumption in Guangdong and reduce carbon emission.



Trina Solar Held the Summit Forum on Photovoltaic Power Station Investment and Financing in 2014 Together with Solarbe

In August, 2014, Trina Solar held the "Summit Forum on Photovoltaic Power Station Investment and Financing" in Beijing together with Solarbe for the purpose of exploring a reasonable financial mode which enables banks, insurance securities, funds and other industries to provide funding and guarantees for photovoltaic power station businesses. In addition, it also explored the feasibility of using foreign capital to invest in the Chinese photovoltaic market, mainly focusing on domestic ground, distributed photovoltaic power station implementation policy and power grid company new energy policy, etc. Thus, this provided a very good exchange platform for solving the financing dilemma in PV industry, establishing industry confidence, restraining industry chaos, rationally developing photovoltaic resources and promoting enterprise coordination.






Teresa Tan, CFO of Trina Solar, made the opening speech



Key Performance

The following table provides a performance summary of our key economic, environmental, and social indicators from 2010 to 2014.

Key CSR Performance Indicators						
Key Performance		2010	2011	2012	2013	2014
 <div>Economy</div>	• Solar module shipments (MW)	1, 057	1, 512	1, 590	2, 580	3, 660
	• Net revenues (US\$1000)	1, 857, 689	2, 047, 902	1, 296, 655	1, 774, 971	2, 286, 119
	• Gross profit (US\$1000)	584, 361	332, 642	57, 243	218, 194	385, 572
	• Gross margin (%)	31. 5%	16. 2%	4. 4%	12. 3%	16. 9%
	• Income (loss) from operations (US\$1000)	417, 348	30, 966	(264, 872)	(38, 079)	120, 103
	• Net income (loss) (US\$1000)	311, 453	(37, 820)	(266, 555)	(72, 236)	61, 260
 <div>Environment</div>	• Carbon emission per unit Production (T/MW)	320	242	239	174	182
	• Electricity consumption per unit Production (MWH/MW)	360	282	277	206	219
	• Water consumption per unit Production (T/MW)	3, 529	2, 982	2, 870	2, 093	1, 987
	• Wastewater discharge per unit Production (T/MW)	2, 074	2, 031	1, 760	1, 301	1, 282
	• Environmental investment (US\$ 1000)	12, 142	12, 925	8, 104	16, 722	15, 261
 <div>Employees</div>	• Number of employees	10, 000	15, 000	12, 000	13, 900	14, 280
	• Proportion of employees joining in the Labor Union (%)	55. 0%	65. 8%	67. 3%	70. 1%	68. 6%
	• Proportion of female employee (%)	—	37. 4%	36. 5%	34. 9%	34. 7%
	• Percentage of employees whose salary is higher than the stipulated minimum (%)	100%	100%	100%	100%	100%
	• Total Recordable Rate (TRR)	1. 56	0. 79	0. 56	0. 39	0. 81
	• Work-related fatalities	0	0	0	0	0
	• Average training hours per capita	—	30	33	25	17
	• Occupational Health & Safety investment (US\$ 1000)	2, 098	3, 939	4, 569	2, 615	2, 433

Awards

Time	Awards And Honors
January 2014	• Won “Best Green Contribution Award 2013” at the 3 rd China Charity Festival and the “Because of Love” public welfare grand ceremony in 2014.
March 2014	• Granted Trina Solar with "2013 Poverty Alleviation Loving Heart Award" by China Foundation for Poverty Alleviation.
April 2014	• Approved by EcoVadis as “Silver Medal Winner for Corporate Social Responsibility Achievements” .
May 2014	• Won the “Outstanding Low Carbon Green Management Award” issued by BSI.
May 2014	• Passed the quantification system certification of ISO14064 greenhouse gas emission conducted by BSI.
June 2014	• Trina Solar's highly efficient crystal silicon Honey Ultra Cell & Module won the Blue-sky Award issued by United Nations Industrial Development Organization. The award is honored as the Global Top Ten Investment Scenarios of new technologies application in renewable energy utilization.
October 2014	• Passed the external audit of ISO14001 Environmental Management System and OHSAS18001 Occupational Health and Safety Management System conducted by TUV.
November 2014	• Ranked No. 1 in environment and social responsibility performance appraisal on 2013 Solar Energy Enterprises Rankings issued by the Silicon Valley Toxics Coalition (SVTC).
November 2014	• Won the “Changzhou City Mayor Quality Prize” issued by Changzhou City People’s Government.
November 2014	• Passed PAS2050/ISO14067 Product Carbon Footprint verification conducted by BSI.
December 2014	• Yancheng Trina Solar Energy Technology Co. Ltd. won the title of “Second Grade Safe Production Standardized Enterprise” granted by Jiangsu Province Administration of Work Safety.

Case

Trina Solar Won the “Excellent Low Carbon Green Management Award”

On May 15th, 2014, Trina Solar was awarded the Excellent Low Carbon Green Management Award by British Standards Institution (BSI), a world leading international management standard certification organization. Zhenxiang Zhao, Senior EHS Director of Trina Solar, attended the award ceremony. Trina Solar won the award for its active role in dealing with global warming and environmental protection,

- Establishment of the ISO 14064 - Organizational Level Greenhouse Gas Report and Quantification Management System.
- Unremitting efforts to promote global warming awareness and continuous reduction of greenhouse gas emission.
- Establishing and maintaining a sound ISO14001- Environment Management System and its great efforts to minimize environment impact resulting from its operation activities.





02

Care for Our Earth

Our environmental commitment means to utilize the energy and resources in a more efficient way. We strive to use energy and natural resources responsibly while maintaining our high product quality. In 2014, the amount of electricity consumption and water consumption per MW (megawatt) module was decreased by 39.2% and 53.9% respectively in comparison with that of 2010. Although being proud of the results achieved, we are fully aware that this is a long-term and arduous task. We will unswervingly advocate and implement low-carbon development strategy and integrate green-manufacturing concepts through all stages of our company's operation. We are committed to sparing no efforts to create an environment-friendly and resource-conserving company.

- Green Sustainable Development
- Solutions to Climate Change
- Environment-frendly Operation
- Biological Diversity Management

Green Sustainable Development

The sustainable development of an enterprise is a business operation pattern of bringing long-term benefits to its stakeholders by seizing opportunities and balancing the development of economy, environment and society. As a company committed to fully developing green energy with operations worldwide, Trina Solar has long maintained the philosophy of sustainable development, and always taken energy saving and environmental protection as a duty which we must fulfill. Trina Solar is working hard to accomplish the sustainable development of economy, society and ecological environment.

Not only are we a clean solar energy manufacturer, but also an advocate for providing sustainable solutions to address the global climate change and energy crisis. As the global photovoltaic sector is faced with multiple challenges, Trina Solar works to promote the sustainable, sound development of the entire solar energy industry, as well as promoting global cooperation. In the second half of 2013, Trina Solar turned a loss into a profit. In 2014, Trina Solar delivered the highest volume of module shipments in the world, realizing the positive interaction between an enterprise's economic value and its social value, and forming shared values for the sustainable development of enterprise and the society.

Case

Ranking No.1 in Solar Scorecard Sponsored by SVTC

In November 2014, Trina Solar ranked No.1 in the global ranking for environmental and social performance in the 2014 Solar Scorecard, an award system established by Silicon Valley Toxics Coalition (SVTC). The award system rates global PV manufacturers based on extended producer responsibility, emission transparency, worker rights, health and safety, chemical reduction, supply chain responsibilities, as well as management of hazardous materials. It was the third consecutive year that Trina Solar won the honor.

SVTC's Solar Scorecard is intended to enhance awareness of environmental protection and the social responsibilities of solar energy product manufacturers, to promote the industry code for green production, and to urge governments and consumers to choose and purchase from these manufacturers who fulfill their environmental and social responsibilities.

Case

June 2014, China-British Energy Talk (London)

From 17th to 18th June 2014, Jifan Gao, Chairman and CEO of Trina Solar, attended the China-British Energy Talk on invitation. He delivered a speech on behalf of the Chinese photovoltaic sector. In the speech, he introduced the development status, goals and challenges of the Chinese photovoltaic industry, and proposed the strengthening of Sino-British photovoltaic investment and cooperation. During his stay in London, Gao had a meeting with Edward Davey, Secretary of State for Energy and Climate Change, and Gregory Barker, the vice minister, and made an introduction about Trina Solar's leading role in development of the global photovoltaic industry. He also exchanged opinions on the company's project development in the UK and mutual cooperation between the two countries.



Case

Boao Forum for Asia held in Hainan, China

In April 2014, Boao Forum for Asia was held in Hainan with a theme of "Asia's New Future: Identifying New Growth Drives". Jifan Gao, Chairman and CEO of Trina Solar, attended the forum on invitation and delivered speeches on the sub-forums of energy, business environment of privately-owned enterprises, Sino-Japan economic cooperation, and cooperation between enterprises on both sides of the Taiwan Straits. He exchanged his ideas with relevant leaders from the State Development and Reform Commission, the State-owned Assets Supervision Administration Commission, the Ministry of Commerce, and the local government of Hainan and Yunan provinces and Tianjin municipality, advocating the sustainable development of the photovoltaic industry in China.



Case

World Economic Forum in Davos, Switzerland

The annual meeting of 2014 World Economic Forum was held from 21st to 25th January 2014 in the town of Davos in Switzerland. Jifan Gao, Chairman and CEO of Trina Solar, was invited to the forum. Gao met with leaders, politicians and merchants of global energy industries and institutions, to jointly discuss and study how to effectively adjust the energy resource structures in different global regions to drive regional economic growth and the balanced development of global ecology.

Case

Summer Davos World Economic Forum in Dalian, China with the theme of "Creating Value Through Innovation"

Jifan Gao, Chairman and CEO of Trina Solar, attended the World Economic Forum Annual Meeting of the New Champions 2014 as a guest. During the forum, Gao attended Premier Keqiang Li's meeting with global industrial and commercial leaders, and on behalf of the global energy industry, attended the discussion over the Chinese energy sector's fight against pollution through innovation. At the "Strategic Changes in the Energy Industry" forum, Gao expressed that roughly between 2020 and 2022, the cost of electricity generation by solar energy will reach a level equal with that of coal-fired power generation, and the Chinese solar energy sector is facing a bright future.



Solutions to Climate Change

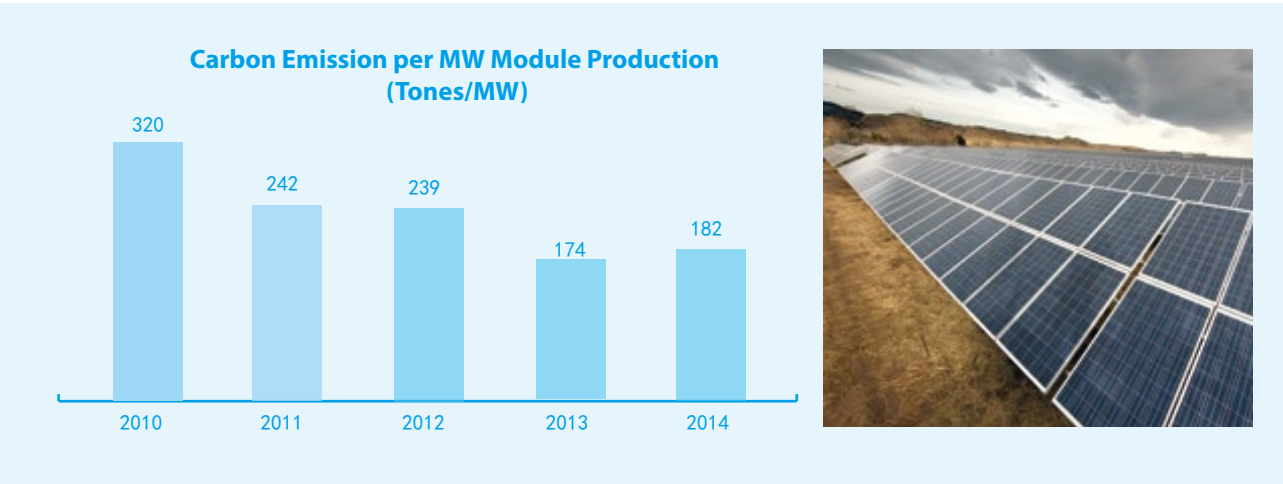
Energy is a driving force behind world economic development as well as the material basis of mankind's survival. While enjoying the economic development, scientific progress and other benefits brought about by energy, human beings are also facing a number of problems, such as environmental pollution and global warming caused by over-use of fossil fuel energy.

From the World Climate Conference in Copenhagen to the World Climate Conference in Warsaw, low-carbon and sustainable development has been the global pursuit. As a leading PV enterprise, we keep pondering how to use our resource advantage and industrial influence to promote the development of renewable energy and incorporate low-carbon concept into the entire industry chain for the low-carbon development of the whole society. For this reason, we have invested plenty of resources and efforts to solve the problem of climate warming by optimizing energy utilization, producing clean energy and conducting green office work.

Reduction of Greenhouse Gas Emissions

The manufacturing of solar energy modules consumes electricity, diesel, natural gas and other forms of energy and natural resources. We believe that it is our social responsibility to shed light on the carbon emissions and to produce a detailed list of greenhouse gas emission that is relevant, complete, accurate and transparent.

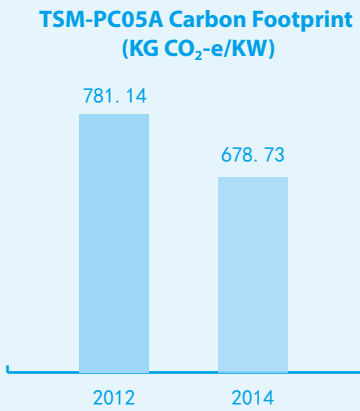
Trina Solar has made consecutive efforts in establishing a systematic methodology to quantify, report and disclose GHG emission, which helps the company achieve pollution reduction target and also foster employees' awareness of using natural resources in more efficient ways. With our efforts, the CO₂ emission per MW module production in 2014 reduced by 43.1% compared with that in 2010.



Product Carbon Footprint Verification

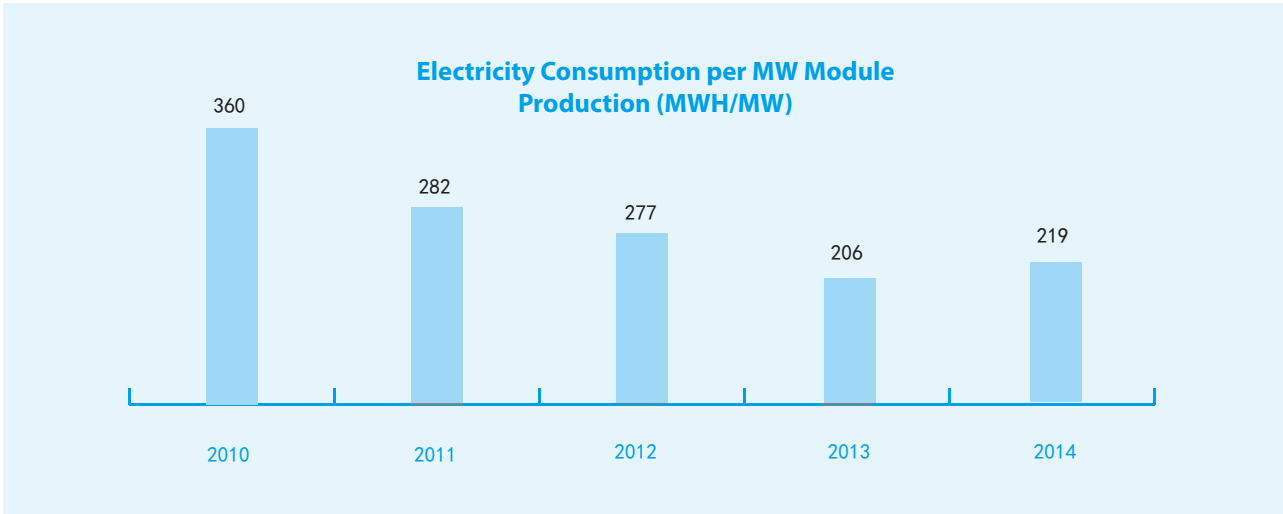
Trina Solar pays continuous attention to the coordinated development of both enterprise and the environment. We carry out a PAS2050/ISO14067 carbon footprint review every two years; we periodically calculate our carbon footprint throughout the life cycle of photovoltaic modules from raw material exploitation, production and transport to photovoltaic module manufacturing. We seek opportunities to shrink greenhouse gas emissions in product design, production and packaging and other processes. We seek out programs for potential reductions in energy usage and emissions; and we carry out our commitment to the pursuit of green, sustainable development.

In October 2014, our three main products (TSM-PC05A, TSM-PC14 and TSM-PDG5) passed BSI's PAS2050/ISO14067 Carbon Footprint Review Verification. The carbon footprint for TSM-PC05A module was 678.73 Kg CO₂-e/KW, which was 13.2% reduction compared to that of 2012, which is a testament to the continuously improved eco-friendliness of our photovoltaic products.



Optimization of Energy Utilization

Creating a future of sustainable development requires both cleaner energy and more efficient energy utilization. We are devoted to better energy utilization, continuous reduction of carbon dioxide emissions and manufacturing of more competitive products. In 2014, we continued to work on improving our energy utilization, found and implemented energy saving projects, and optimized energy utilization. Our electricity consumption per MW module production for 2014 was 39.2% decreased from that of 2010. The electricity consumption per MW module for 2014 was 219 MWH/MW, which was slightly higher than that of 2013. This is due to the fact that automation renovation projects were implemented in 2014 for improvement of productivity.



Case

Reuse of Residue Heat from Refrigerators (Chillers)

RO(Reverse Osmosis) system in the UPW (Ultra-pure Water) plant is designed based on 25°C of incoming water temperature. When the water temperature drops below 15°C in winter, the operation of the water purification system is severely impacted. In order to maintain the normal operation of the RO system, the heater on the front board shall be switched on to heat the water to 20°C. In this case, a lot of natural gas is consumed. The effluent water temperature from refrigerators reaches 27°C in winter. Facility team carries out a renovation project to reuse the residue heat from the refrigerators after evaluation. By pipe modification, the residue heat from refrigerators is reused to raise the water temperature to 20°C by use of heat exchanger during winter season. The implementation of the project leads to a saving of natural gas consumption 0.3 million cubic meters per year, which is equivalent to a reduction of 650 tons/year of carbon emission.

Case

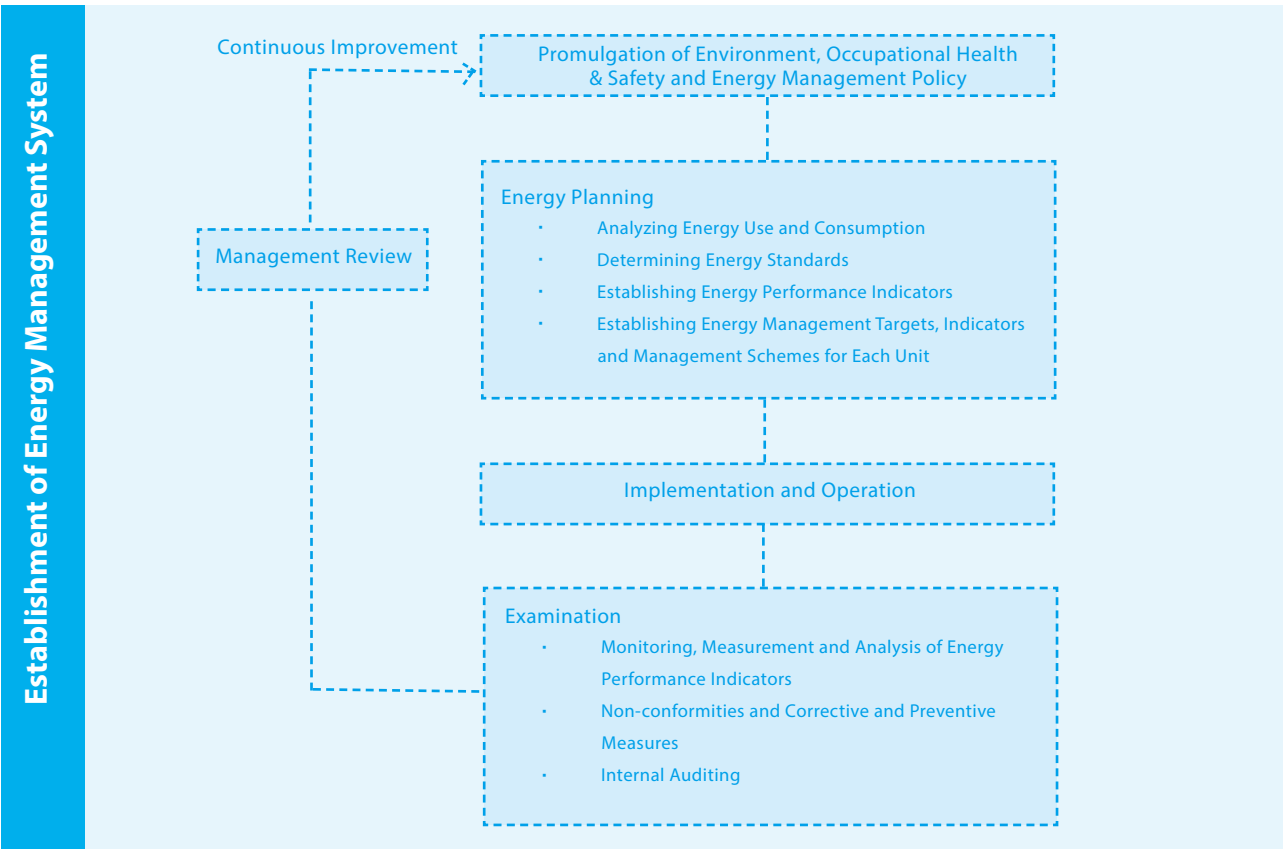
Multicrystal Casting Furnace and Vacuum Pump Connection Project

As each unit of a multicrystal casting furnace is equipped with one vacuum pump system in the multicrystal workshop, we have now connected these vacuum pumps in parallel connection, so the number of vacuum pumps to be run can be determined by setting the degree of vacuum. After connecting the pumps in such a way, when one single vacuum pump fails, we can start other pumps in connection as quickly as possible, thus making the operation more efficient. In doing this, the number of vacuum pumps working at any one time can be reduced, leading to an annual electricity saving of nearly 6 million kilowatt hours and an annual carbon emission reduction of 4,800 tons.



Establishment of ISO50001/GBT23331 Energy Management System

Since April 2014, Trina Solar has been starting to establish the ISO50001/GBT23331 energy management system in its Changzhou headquarters, using systematic management methods for continuous reduction of energy consumption and for higher utilization of energy, and putting energy saving measures and technologies into practice as planned.



Green Office

A quarter of our time each week is spent in the office. We believe “green office” not only means reducing the effect of office activities on the environment as far as possible, but also means creating an environment conducive to improving employees’ physical and spiritual health.

We work to gradually infuse the “green office” theme into every detail of our work, to greatly reduce the effects of office activities on the environment.

- We have been gradually reducing the use of hard copies of documents, and promoting the use of electronic documents.
- We have established a video conference system to reduce our average annual mileage by 15,000 km, thereby reducing the carbon emissions generated during travel.
- We provide a switch to each office worker, to remind them to turn off their desk lamp as long as they leave the office.

Clean Energy Products

Trina Solar values addressing climate change as an urgent top priority. Compared to conventional coal-fired power generation, solar power generation can greatly decrease carbon emissions and pollution. Our most pressing challenge is to find how to produce more clean energy with greater efficiency and lower carbon emissions. We are devoted to exploring and using technologies that can improve product efficiency and reduce carbon emissions, using low-carbon, eco-friendly green energy to facilitate the changes in energy usage patterns, addressing the issues of economic development, environmental protection and energy safety in a systematic manner, and providing cleaner energy to the general public.

Case

Everyone Can Use Solar Energy

Trina Solar encourages individual employee to install distributed photovoltaic power generation systems in their own house, which can not only produce enough power for their daily electricity needs, but can provide surplus energy to be sold to the State Grid. In October 2014, Ms. Huipeng Ji, Trina Solar’s sales manager for North China installed a 16KW distributed photovoltaic power generation system on the roof of her house in her hometown of Linfen. Linfen has on average 1,580 hours of effective sunshine per year, and on average 4.33 hours of effective sunshine per day. The 16KW power generation system can produce averagely 21,278 kilowatt hours of electricity per year, reducing 20 tons of carbon emissions and 38 KG of flue gas discharge, setting a good example of local energy-saving and emission reduction and accelerated transformation to clean energy.



Case

Yancheng Trina Roof Installation: A 1.1MW Golden Sun Project for Carbon Neutralization

In September 2014, Trina Solar invested 8 million yuan into installing a large-scale roof photovoltaic power generation system at Yancheng Trina. Since put into operation in December 2014, this 1.1MW system is expected to produce 920,000 KWH of electricity on a yearly basis, with 730 tons of carbon emissions reduced every year.



Case

Energy Management System ISO50001/GBT23331 Kick-off Meeting

On April 30th, 2014, the kick-off meeting for setting-up Energy Management System ISO50001/GBT23331 was held in headquarters in Changzhou. Senior Management members, including Shouzhong Chen, vice president of manufacturing and operations for Trina Solar, Zhiqiang Feng, vice president of technology department and over 300 employees from various department attended the meeting. Zhenxiang Zhao, Senior Director of EHS Department, hosted the meeting.

Shouzhong Chen, Vice President of Manufacturing and Operations delivered a keynote speech. “Over the past a few years, our company has made continuous improvement in terms of energy consumption and green development. Our energy consumption per MW module has showed a decrease trend. Nevertheless, we still have a room for improvement. We still see behaviors of wasting energy in our daily life. For example, we often see that employee keep lights and air-conditioner on after leaving office. In our production shop-floor, the machine keep running while without product-in-process. The establishment of Energy Management System is not only to meet regulatory requirement, but also to get employees involved in energy saving programs. The objective for establishing the system is to drive for continuous improvement of energy utilization and reduction of greenhouse gas emissions.”



Shouzhong Chen, Vice President of Manufacturing and Operations for Trina Solar

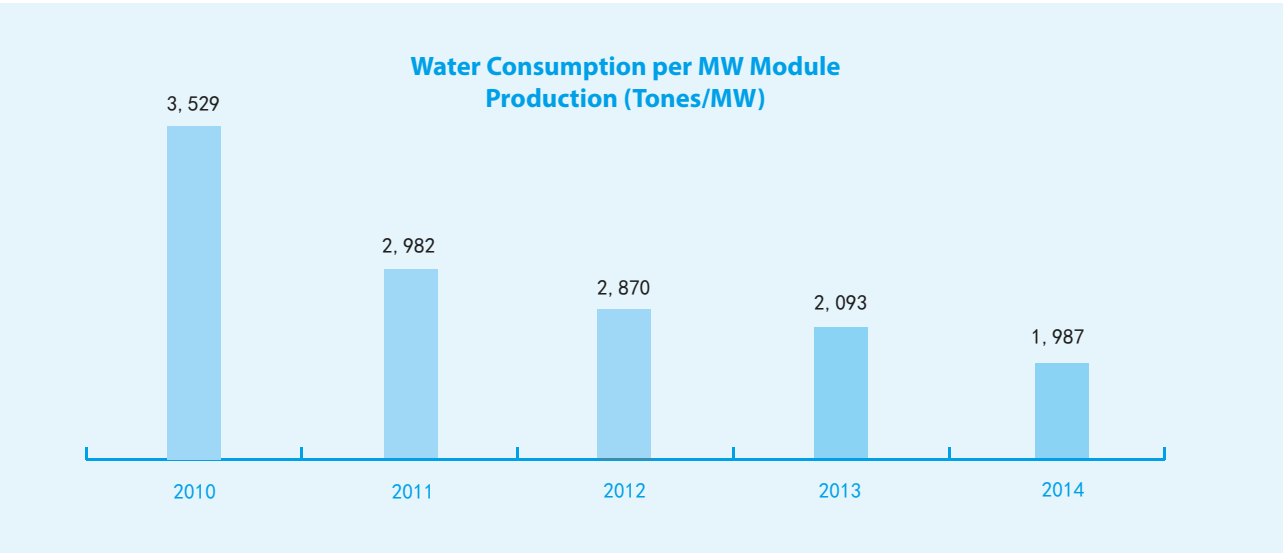
Environment-friendly Operations

We believe that the most precious resource is the natural environment we inhabit. We will spare no efforts to carry out our commitments to relevant stakeholders to always pay attention to the sustainable development of both humankind and the earth. As an advocate and practitioner of environmental protection, we are continually devoted to environmentally sustainable development throughout the life cycle of our products, from product development, raw materials procurement and manufacturing to utilization of energy resources and waste management.

In Trina Solar, we consider clean production and care for the environment to be the lifeline of our company's development. We carry out green operations through multiple measures, including sustainable utilization of natural resources, proper treatment of wastewater and waste gas, 3Rs (Reduction, Reuse and Recycle) for solid waste and environmental promotion campaigns.

Sustainable Utilization of Water Resource

Water, as the source of life, the blood of industry and the necessary resource for the maintenance of human development, is the foundation for human survival. In 2014, we implemented various effective water-saving projects, and strived to reduce water consumption per MW module production through sustainable use of water resource. Despite the general trend of increasing water consumption within growing businesses, our utilization rate of water resources is continuously improving, for our development and implementation of water-saving projects. The water consumption per MW module production for 2014 decreased by 43.7% compared to that of 2010, while the volume of wastewater discharge reduced 38.2% compared to that of 2010. The encouraging result is inseparable



Recycling of Water Resources

We have always been committed to water reuse and recycle programs. We successfully implemented the projects for collection and reuse of RO (reverse osmosis) rejected water, HVAC condensate water, and even preliminarily-treated wastewater. The water is used for washing, heating, cooling, cleaning and gardening, aiming to decrease waste discharge and reduce fresh water consumption, and achieving the win-win objective of economic development and environmental protection.



Goldfish swimming in the treated wastewater pool

Case

Wastewater Recycling Project in Pure Water Station

The water used for washing in wafer workshop takes up nearly 52% of the total water consumption of the workshop. After assessment by the team both from production and facility department, the existing ROR waste water was used to replace the pure water or tap water used for pre-cleaning and spraying, spare parts cleaning and other usages that didn't need high-quality water, in order to improve water utilization to the greatest extent and to reduce waste water discharge. After the implementation of this project, about 740,000 tons of water has been saved each year.



Case

Wastewater Reuse Project

Trina Solar worked together with Wuxi Depple Water Investment to build a new water recycling plant. The plant was built using advanced dual-membrane (ultrafiltration and reverse osmosis) technology to treat industrial wastewater generated during the manufacturing process. The treated water was sent back to Trina Solar as supplementary raw water supply. In 2013, about 5000 m³/day wastewater was sent to Wuxi Depple water recycling plant. About 3500 m³/day treated effluent water gets recycled.

This project not only helps to reduce water consumption, but also helps to explore a new way for sustainability and environmental protection.



Wastewater Discharge

The wastewater from the manufacturing process which can't be reused or recycled will be adequately treated by de-fluorination, neutralization and biological treatment processes. After being treated to the standard required for discharge, the wastewater is discharged into the urban wastewater pipe network and pumped to the urban sewage treatment plant for further treatment.



The Case of Lake Taihu Ordinance Implementation: Trina Solar Wastewater Biochemical De-Nitrification Modification Project

The manufacturing base of Trina Solar is located in Changzhou, Jiangsu province, within the reaches of Lake Taihu – one of the most developed areas in China. With the overall development of the social economy of the Lake Taihu area, there is an increasing demand for water resources and a higher standard for water quality, but the aquatic environment in Lake Taihu has become a serious concern. The 2007 blue algae outburst in Lake Taihu caused pollution to the drinking water in some of the Lake Taihu area, affecting the normal life of neighboring residents. In order to strengthen the prevention and treatment of water pollution in the Lake Taihu area and to protect the water quality of Lake Taihu, Jiangsu provincial people's congress amended and approved strict water pollution prevention and treatment ordinance: the Jiangsu Provincial Ordinance of Lake Taihu Water Pollution Prevention and Treatment (hereafter referred to as "Taihu Ordinance"), which took effect on 5th June 2008. Taihu Ordinance prohibits the construction of new, modified or expanded projects containing phosphorus or nitrogen within the Lake Taihu reserve. In other words, companies that wish to carry out projects within the protected area must ensure zero emissions of phosphorus and nitrogen.

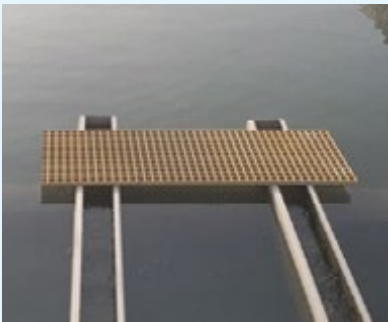
However, inorganic acids like nitric acid (HNO₃) and hydrofluoric acid (HF) must be used for solar cell texturing, so as to form a bumpy texture on the surface of the silicon chips and thus increase their absorption of sunlight. In the process of diffusion, phosphorus oxychloride (POCl₃) will be used to generate phosphate deposition on the base of P type silicon chip, thereby forming PN nodes. In the manufacturing process, these nitrogen and phosphorus-containing chemicals will eventually be discharged in the form of nitrogen-containing wastewater and a small amount of phosphorus-containing waste liquid. In order to meet Taihu Ordinance rules and to promote the sound development of renewable clean solar energy, solar energy firms have invested many resources in proactively exploring wastewater de-nitrification and de-phosphorization technologies over the years, such as nitrogen/phosphorus triple-effect evaporation and entrusting treatment to capable institutions. As a company with a strong orientation towards social responsibility, Trina Solar has been striving to lead the solar energy sector in proactively discovering wastewater de-nitrification and de-phosphorization technologies. After a few years of experimental exploration, Trina Solar has finally decided upon using the conventional wastewater biochemical treatment – biochemical nitrification and de-nitrification techniques to remove nitrogen and phosphorus from waste water.

- Biochemical nitrification treatment technique: a biochemical process in which nitrobacteria can oxidize a small portion of ammonium nitrate (NH₃ - N) existing in wastewater into nitrite (NO₂ - N) and then further into nitrate (NO₃- N) under aerobic conditions with a constant proportion of carbon (C), nitrogen (N) and phosphate (P)(usually 100 : 5 : 1).
- Biochemical de-nitrification technique: a de-nitrifying biochemical process in which bacteria reduce nitrate (NO₃- N) into a series of intermediates (NO₂-, NO and N₂O) and finally into nitrogen gas (N₂), by using carbon sources as electron donors, under anaerobic conditions.

Trina Solar started to implement the wastewater biochemical de-nitrification modification project in 2014, and in August of that year completed the modification and commissioning of the wastewater treatment process. The following table shows the monitored results of the water quality at inlet/outlet of the wastewater biochemical de-nitrification unit. It can be seen that the wastewater modification project can remove over 85% of the total nitrogen/ammonium.

Sampling Location	Date	Time	Total Nitrogen(mg/l)	Ammonium Nitrogen(mg/l)
Inlet Water Quality	October 23 th	10:30	333	4.540
		12:30	326	4.600
	October 24 th	10:05	427	3.930
		12:05	426	4.150
	Average Value		378	4.305
Outlet Water Quality	October 23 th	10:25	37.0	0.578
		12:25	42.7	0.554
	October 24 th	10:00	43.6	0.473
		12:00	40.8	0.492
	Average Value		41.0	0.524
Removal Rate			89.1%	87.8%
Data source: (2014) Huan Jian (Water) Character E-9701				

In addition, in the process of wastewater de-nitrification, we have successfully used the organic matter from wastewater generated in the wafer workshop as the necessary carbon source, and the small portion of phosphoric acid generated in the diffusion process, as the phosphate source for biochemical nitrification, thereby realizing the goal of "treating waste with waste", and lowering our impact on the environment. Trina Solar Wastewater Biochemical De-Nitrification Modification Project cost a total of 2.7 million yuan. The cost for internal treatment of waste acids is approximately 450 yuan per ton. Compared with the cost of the outsourced treatment of waste acids (2,200 yuan per ton), we have accumulatively saved a cost of roughly 7.6 million yuan during the four months of waste acid treatment from September to December. The success of the modification project proves that solar energy firms can convert the nitrate in wastewater into nitrogen gas using the biochemical de-nitrification technique – an effective, workable, eco-friendly, economical and sustainable method for controlling nitrogen/phosphate discharge in the Lake Taihu area.



Water at the Outlet of Wastewater Biochemical De-nitrification Secondary Sedimentation Tank

Waste Gas Emission

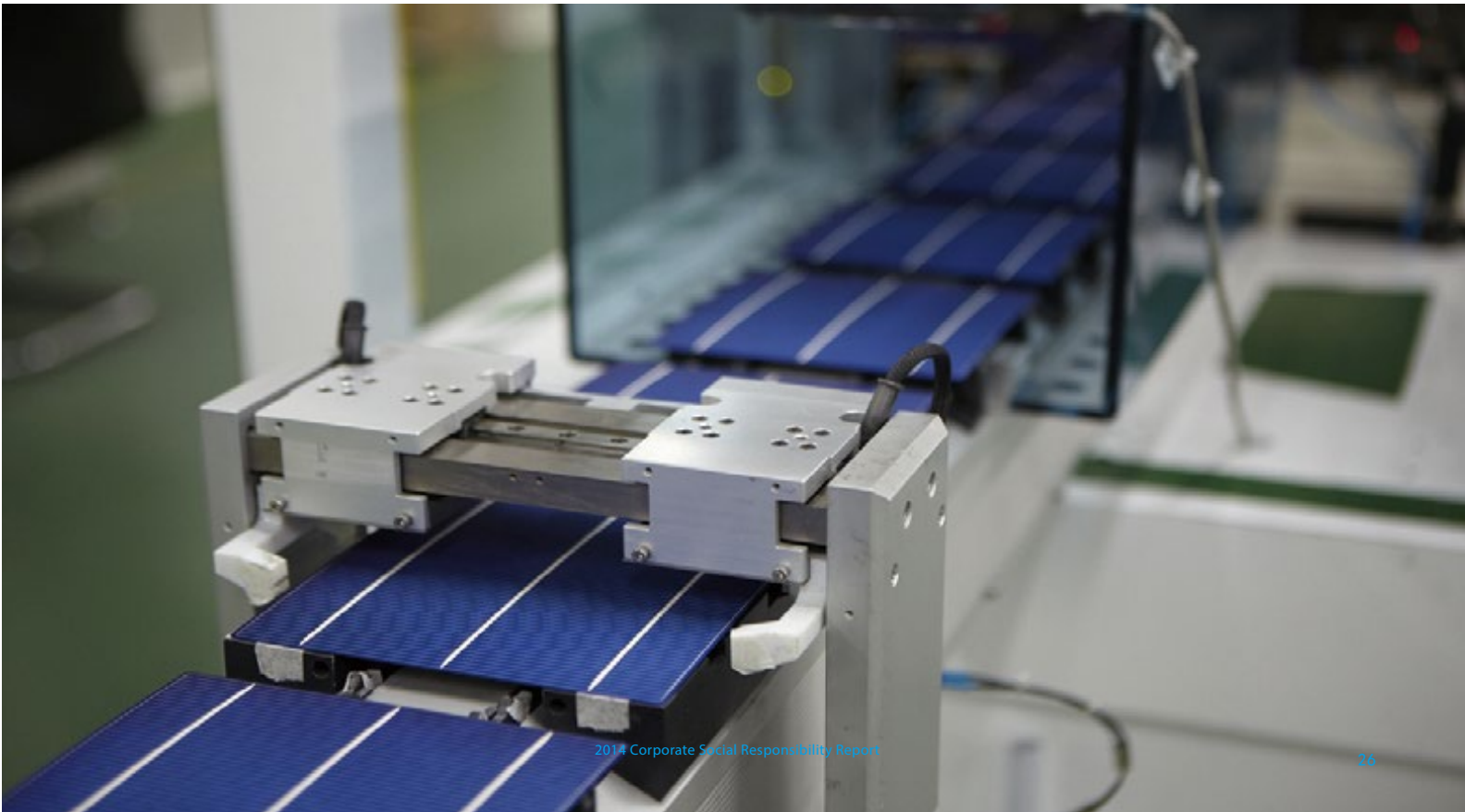
Trina Solar has built acidic waste gas scrubber, organic waste gas scrubber, silane burners and other equipment according to relevant laws, regulations and requirements, so as to lower the concentration of emissions in the atmosphere and to avoid or lessen the hazards arising from atmospheric pollution.

Every year, Trina Solar has an eligible third-party supervisor monitor the emissions of acidic waste gas scrubber, organic waste gas scrubber, silane burners etc, according to the second-grade standard as specified in the GB16297-1996 Air Pollutant Discharge Standard. The indicators of emission concentrations and rates being monitored are far lower than the emission standards.

Waste Management

Improper management of waste causes land pollution and damage to soil balance, and even pollution of water sources and atmosphere. Trina Solar manages waste as a kind of resource, and always follows the "3R principle" (Reduction, Re-use and Recycling) in sorting, collecting and storing this waste. In order to gradually reduce the discharge of waste per unit product production, we take the following measures:

- To consider the ways of reducing waste generation during the product design phase.
- To maximize the use of recyclable materials for packaging, reduce the landfill disposal and increase the recycling rate of wastes.
- To establish a waste management procedure, collect the hazardous waste by category according to the national list of hazardous waste and hazardous characteristics, implement the hazardous waste transfer application and manifest from system in accordance with national laws and regulations, and entrust a qualified vendor to perform the harmless disposal.
- To raise the employees' awareness of minimizing waste generation and discard it by class through training.
- To join in PV CYCLE and deal with scrapped PV modules in an environment-friendly way.



Focus on Extended Producer Responsibility (EPR) to Ensure Compliant Disposal of Waste PV Products

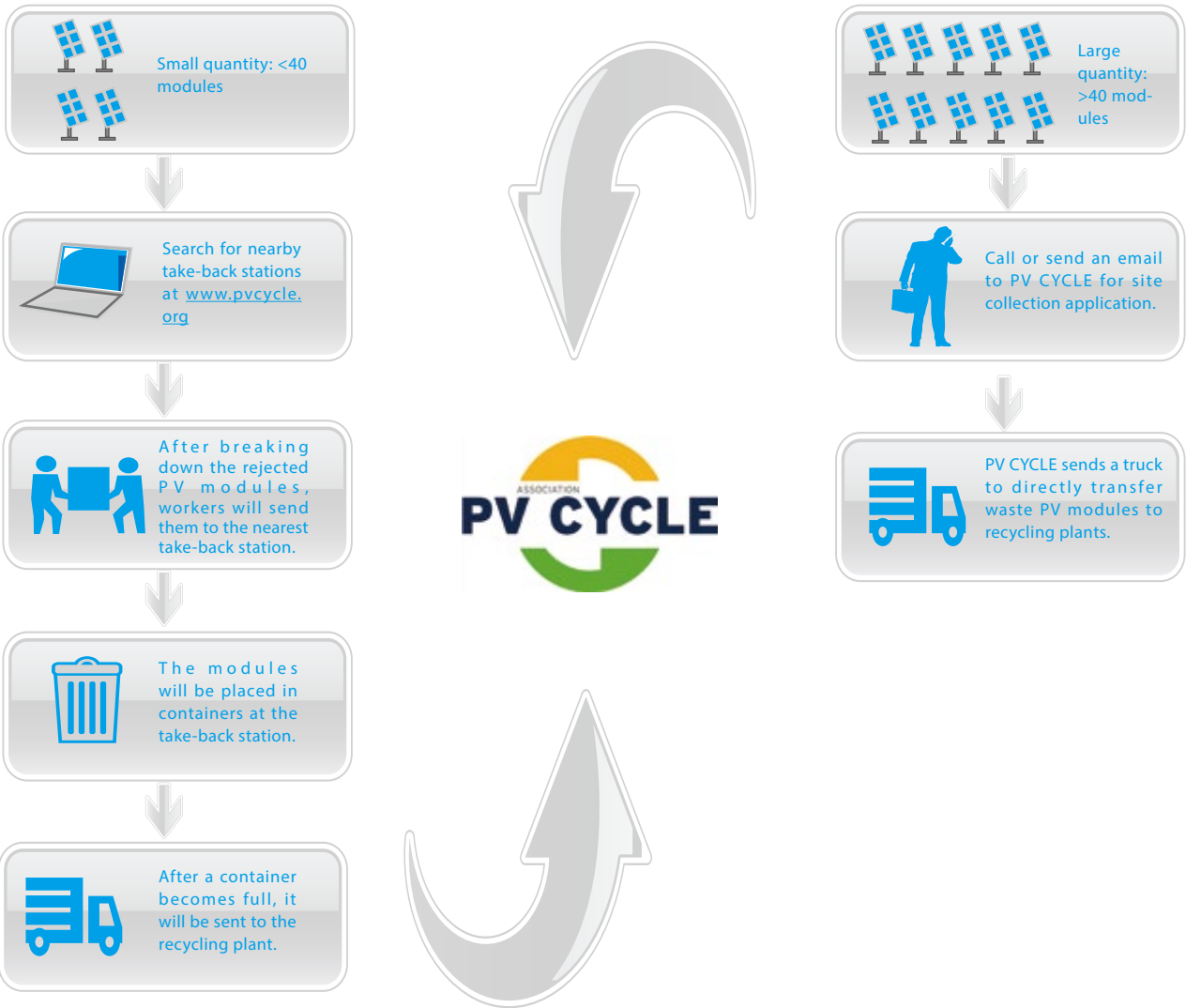
E-waste, or electronic waste, is a global issue. Trina Solar strictly abides by the e-waste management laws and regulations of the countries in which it operates, and proactively pushes for the recycling and reuse of waste electronic products.

Waste Electrical and Electronic Equipment Directive (WEEE, 2012/19/EU) specifies that manufacturers of electronic and electrical equipment must guarantee that waste products created in any EU member states must be recycled and reused, in order to ensure that electrical and electronic equipment, including PV modules, is properly managed by means of recycling, reuse, reclamation and regeneration. In 2012, for the first time, the directive took PV modules and equipment into account. From 1st February 2014 onwards, all photovoltaic manufacturers, distributors and installation contractors in Europe must fully abide by EU's rules on waste management, including providing the necessary funds and administration. All PV products must be labeled with the same "wheelie bin" LOGO designed by WEEE.

With a constant focus on extended producer responsibility, Trina Solar has become a part of the non-profit organization PV CYCLE (European photovoltaic module take-back and recycling organization). Founded in 2007, PV CYCLE covers 27 EU member countries and establishes a network consisting of hundreds of certification and recycling points, waste transport firms and dedicated recycling facilities across the Europe. It provides solutions for sustainable PV module take-back and recycling, and uses recycled materials for the making of various new products. Axel Steuer, director of Trina Solar Europe Operations, is also a member of the Board of PV CYCLE, representing Trina Solar's close cooperation with PV CYCLE. Axel constantly keeps a watch on the proper disposal of waste PV products to ensure Trina Solar's compliance with WEEE's requirements.



Axel Steuer, Director of Trina Solar EU Operations and member of the board of PV CYCLE



Case

Trina Solar Holds an Online WEEE (Waste Electrical and Electronic Equipment Directive) Seminar in Europe

In March 2014, Trina Solar held an online WEEE seminar. Jan Clyke from PV CYCLE was invited to introduce the latest regulations, including the timetable of their implementation and their specific effects on distributors and project operators. Trina Solar's European partners and customers attended the seminar.

Ben Hill, president of Trina Solar Europe, believed that there are currently not enough photovoltaic firms who are fully aware of the mandatory application of WEEE rules to PV products, saying: "Most PV modules have an average service life of more than 25 years. Many firms don't really consider how to dispose of those rejected PV modules due to end of their service life in the future. Trina Solar has always paid attention to WEEE rules and firmly supported the schemes of eco-friendly recycling of PV products."

During the seminar, Ben said: "We are firmly convinced that solar energy will play a vital role in the renewable energy field in Europe. We also hope PV products will be clean and ecofriendly throughout their life cycle. With the help of PV CYCLE, we are at the forefront of this environmental protection campaign, and we will respond with a full and comprehensive implementation of the latest WEEE rules."



Pretreatment of Waste PV Modules for Recycling



Sorting-out and Collection of Rejected PV Modules

Biological Diversity Management

To many companies, how to sustain the harmonious development of both enterprise and environment has become a challenge that requires careful consideration. Trina Solar pays constant attention to the coordinated development of enterprise and environment. When considering the development of a new project or the expansion of an existing project, we will prioritize the protection of biodiversity in nature. In project planning, we will carry out biodiversity assessments to measure the potential effects of our activities. For example, in order to protect the evolution of local biodiversity, Trina Solar grows many kinds of wild flowers in project locations; if the project location is pasture, we place all solar panel installations at a sufficient height that grazing can continue while our photovoltaic system is in operation.

Our factory reserves a proportion of land for the good of native plants and animals. Moreover, we always try to improve their living environment, and promote the evolution of biodiversity at the project location by conducting awareness-raising activities to heighten environmental protection awareness.





03

Focus on Supply Chain

Mutual respect and win-win cooperation are the basic principles that Trina Solar maintains all its relationships. As an industry leader responding to challenges with initiative changes, Trina Solar has been continually providing society with green, clean solar PV products by innovative technologies for the past 17 years. It should, however, be noted that every step of progress depends on the cooperation with, and support of, the entire supply chain. While proactively performing our social responsibilities, we pay constant attention to the social responsibilities of global suppliers and their partners, shoulder social responsibilities, and jointly promote the sustainable development of the photovoltaic industry chain.

- Supplier Development
- Supplier Management
- Strategic Partners

Supplier Development

Trina Solar attaches importance to the sustainability of a supplier. We continuously improve the competitiveness of our entire supply chain through a comprehensive suppliers review procedure and communication with our suppliers, to create a mutually beneficial supply chain system.

We divide suppliers into three types: potential, potentially eligible and eligible. For potential suppliers, we decide assessment ways according to the risk level of materials provided by the suppliers. We have established a detailed supplier business review guide. For those suppliers that need site review, our procurement department will work together with relevant departments to review and assess their integrated abilities in many aspects, such as quality management systems, supply assurance ability, product performance and reliability, corporate social responsibility and business ethics, EHS management, new product development, costs, technical support and sales service. Based on the assessment results, we divide the suppliers into four grades: Grade A (excellent suppliers), Grade B (qualified suppliers), Grade C (conditionally accepted suppliers) and Grade D (disqualified supplier). Among them, suppliers of Grade C or higher may become our potential eligible suppliers. Only after sample assessment, examination of product quality and reliability, batch test, document review and other procedures can these potential eligible suppliers become eligible ones.

Supplier Management

Exerting an influence on highly risky suppliers is an effective approach to promote better social responsibility of suppliers. Every year, Trina Solar assesses suppliers’ risks and identifies their risk grade. The following types of suppliers are key ones that influence should be exerted on:

- Suppliers whose products and services are related to our goal of sustainable development, key environmental factors or major risks.
- Suppliers whose products contain substances which are restricted in use or liable to cause occupational diseases.
- Suppliers whose products, equipment and services have a great effect on our energy performance.

Trina Solar has formulated a supplier CSR management procedure. We carry out CSR investigations and on-site audit of newly introduced key suppliers, and request new suppliers to sign on a CSR commitment to strengthen communication and cooperation. We are devoted to building a stable, economical and reliable supply chain.

Key Suppliers’ CSR Commitment

We expect our suppliers to incorporate labor standards, environmental protection, occupational health and safety, business ethics and other aspects into their management systems. In order to ensure that our suppliers adhere to principles and values of Trina Solar, we request each of the newly introduced key suppliers to sign a supplier CSR commitment, which specifies that suppliers must pursue integrity management, create safe and healthy working conditions for workers, use fair methods of employment and give due dignity and respect to workers.

Key Supplier CSR Investigation

A good social responsibility is a key criterion for the selection of suppliers. Trina Solar carries out a comprehensive CSR investigation of newly introduced key suppliers. We investigate their overall performance in guaranteeing safety, health and welfare of workers, honest operation, compliance with laws and regulations and other aspects. In case of failure to meet our criteria, the suppliers cannot become our eligible suppliers.

High Standards of Business Ethics

Trina Solar considers business ethics and values as a key criterion for the selection of suppliers. While signing Integrity Commitment step by step with current suppliers, we also check the following aspects in our selection of suppliers: whether they have a record of dishonesty; whether they have established and effectively executed relevant systems compliant with local labor laws; and whether they have established relevant mechanisms to promote business ethics and followed up effectively. In doing this, we can promote a high standard of compliance with business ethics by our suppliers.

Key Supplier CSR Review

We believe periodic review is an effective approach to promote suppliers' self-management. We carry out periodic site reviews of our key suppliers via document review, site inspection and employee interviews. In case of any problems found, we will request the supplier to rectify within a reasonable time limit.

Principles for Supplier Review	• Business ethics: Follow ethical standards of fairness and honesty.
	• Health and safety: Provide employees with a healthy and safe workplace; reduce accidents and injury as well as occupational health hazards.
	• Environmental protection: Adopt environmentally responsible manufacturing process.
	• Free association and collective negotiation: Respect employees' rights for joining, organizing and not joining labor unions.
	• Prohibition of child labor: Abide by applicable laws and regulations with respect to the minimum age of labor.
	• Prohibition of forced labor and labor abuse: Prohibit corporal punishment and forced labor in any form whatsoever, including use of prisoner labor, indentured labor, bonded labor, military labor or slave labor.
	• Elimination of discrimination: Maintain a work place without discrimination and physical or verbal harassment.

Case

Recognized for “Silver Corporate Social Responsibility Achievement” by EcoVadis

2014, Trina Solar passed EcoVadis’s CSR review and was awarded “Silver CSR Achievement”.

Headquartered in Paris, EcoVadis uses a simple, yet reliable supplier scorecard to help each company evaluate the environment and CSR performance of its suppliers worldwide, which covers 21 CSR standards in four categories (environment, labor and human rights, business ethics, and sustainable procurement). EcoVadis provides an interactive reference platform for both customers and suppliers, contributing to sustainable procurement of each company.





Strategic Partners

Trina Solar not only pays attention to its own green development, but also takes initiative to convey its vision and goal of sustainable development to its global partners. Together with our global partners, we are committed to contributing inspiration and innovative solutions to the sustainable development of photovoltaic industry based on the actual situation.

Case

Annual Supplier Meeting

The 2014 Annual Supplier Meeting of Trina Solar was held in Changzhou, where nearly 300 partners and supplier representatives worldwide were invited. With the theme of “Working Together to Create a Bright Future”, the meeting featured joint discussion on how to further promote the sustainable development of the global solar energy industry through cooperation, and how to work together to use solar energy for the good of all mankind. Jifan Gao, Chairmam and CEO of Trina Solar, Zhiguo Zhu, president of the Module Business Unit and senior director of the global procurement department, and other superiors and leaders had delivered speeches at the meeting, in hopes of forming a strategic partnership with suppliers. With an attitude of open cooperation, Trina Solar will work with suppliers to respond to various market impacts and effects together, to proactively seek space and possibilities to lower costs, and to solve problems through mutual negotiation, so as to achieve a landscape of win-win situation.

Case

Develop High-efficient IBC Cells Jointly with Australian National University

On February 28th, Trina Solar and Australian National University (ANU) successfully co-developed Interdigitated Backcontact crystal silicon solar cells (“IBC” cells), which currently have the highest rate of photoelectrical conversion. A third-party test by Fraunhofer Callab in Germany showed that the cell efficiency reached 24.4%.

IBC Cell development is the research subject of the National 863 Program undertaken by Trina Solar Photovoltaic Science and Technology National Key Laboratory. Recently, the laboratory has independently developed the industry-oriented 125mm×125mm IBC cell with a photoelectrical conversion rate of more than 22%. The IBC Module containing 72 cells generated 238 watts, which has passed the test of CPVT. Currently, the laboratory is actively preparing for the establishment of a pilot-scale demonstration line of low-cost IBC cells.

The Company’s chief scientist Dr. Pierre Verlinden said: “We feel much honored to work together with top scientists from ANU to conduct such exciting research work in the field of cell technologies. Increasing the IBC cell’s efficiency to 24.4% is a milestone in the cell research process. We are working to establish an efficient mechanism of cooperation with the best photovoltaic research centers, which will lay an important foundation for our technical development breakthrough.”

Prof. Andrew Blakers, director of the Sustainable Energy System Center at ANU Engineering Research School, said: “The IBC cell with an efficiency of 24.4% is the most efficient cell available now as verified by the third-party institution. Experimental results show that the laboratory cell technology can now be completely transferred to commercial applications. This technology will make the commercially available cells more efficient, and solar panels with limited area will therefore produce more electricity.”



Chief scientist Dr. Pierre Verlinden and his team of researchers

Case

Establishing a Strategic Partnership with Zonergy

In July 2014, Trina Solar cooperated with Zonergy Ltd. by providing 200 MW PV modules, and Trina Solar will provide around 800,000 units of TSM-PC05A modules to Zonergy’s power plant projects in Jiangsu, Shandong, Xinjiang, Qinghai and Sichuan provinces.

Wuhua Zhang, executive deputy general manager for Zonergy, said on the signing ceremony: “With its proven quality, excellent sales services and globally famous brand, Trina Solar stands out while bidding against numerous first-tier module manufacturers. Trina Solar and its products fully satisfy our strict review criteria. In addition, we intend to develop more downstream power plant projects in the coming two years. We also hope to establish a long-term strategic partnership with Trina Solar, so as to complete our project successfully.” Zhiguo Zhu, COO of Trina Solar and president of Module Business Unit, said: “We are very glad to have earned Zonergy’s module supply contract, becoming the main supplier of Zonergy’s modules. As many of Zonergy’s downstream power plant projects will commence this year, we will do our utmost to support their domestic construction of solar energy projects. At the same time, we also hope to strengthen our cooperation with Zonergy, extending our strategic partnership to a wider field.”



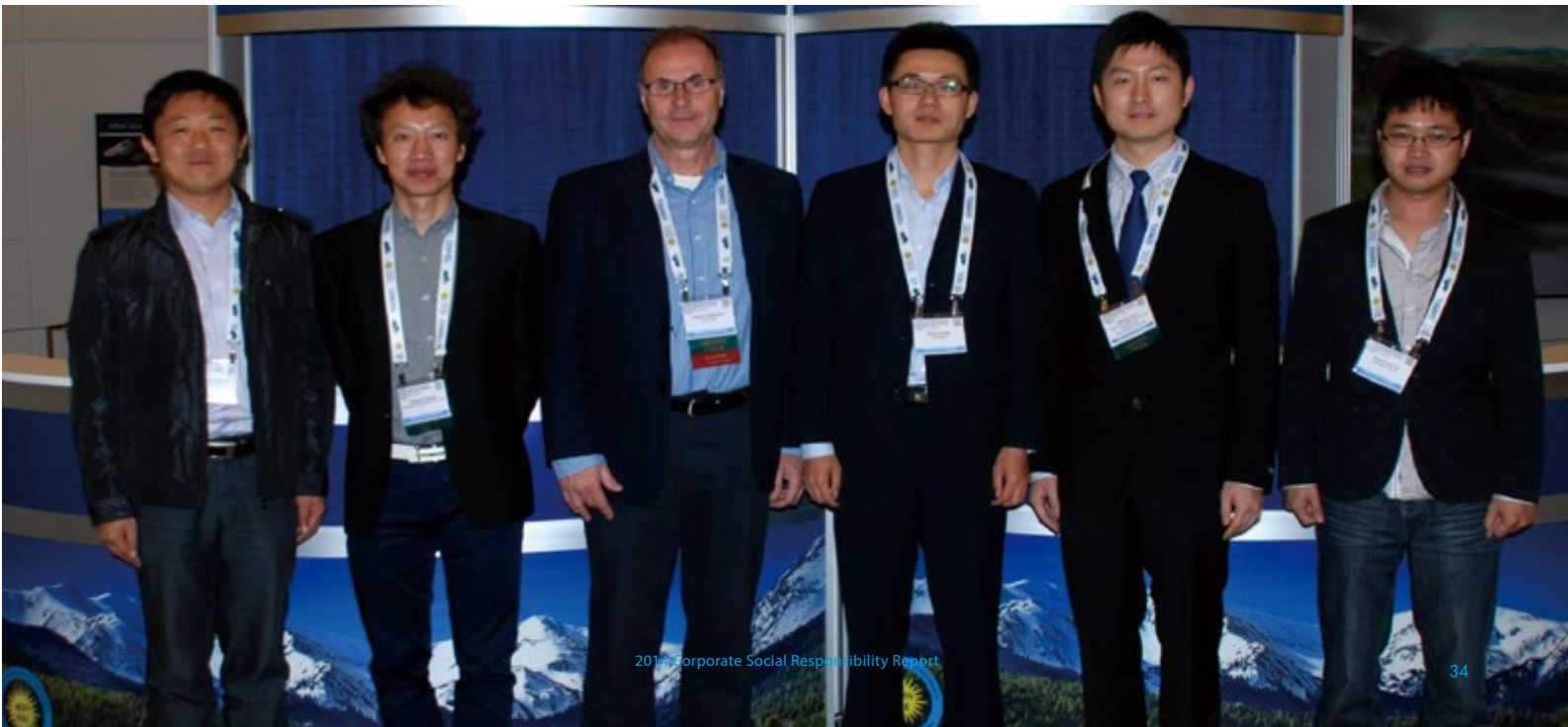
COO of Trina Solar and President of Module Business Unit

Case

Distributed Photovoltaic Products Communication Meeting with Suppliers

In order to promote the application of distributed photovoltaic products in the consumer market, Trina Solar held the 2014 Trina Solar Supplier Distributed Photovoltaic Products Communication & Cooperation Meeting at Grand Metropark Universal Dinosaur Park Hotel in Changzhou, on September 18th.

The participants had an in-depth discussion about cooperation in the distributed photovoltaic businesses, the national and local policies for distributed photovoltaic projects, distributed economic benefits and other topics. This meeting was intended to enhance cooperation with partners at deeper levels of the industry chain, and to advance the cooperation and development of distributed businesses while building a healthy and safe market for the industry chain.



组件名称
TSM-PC05A**
Honey 组件

组件名称
全背电极晶硅
太阳能电池组件

WORLD RECORD

228W

04 Care for Employees

Employees are the most precious and priceless assets in Trina Solar. We are deeply aware that our values should be rooted in our employees' recognition and hard-works. The realization of our mission and vision relies on our employees' boundless wisdom and tireless pursuit. Therefore, we commit ourselves to creating a safe and healthy working environment and providing them with a competitive payroll, good welfare system, professional training and opportunities for valuable career development. We aim to make Trina Solar a prominent and excellent stage for every staff to work their best of talent.

- Protection of Employees' Rights
- Recognition of Employees' Contribution
- Listen to Employees
- Building Learning Organization
- Care for Employees' Physical and Mental Health
- Employees' Safety
- Work-life Balance

Protection of Employees' Rights

We believe that talent is one of the important factors of sustainable business. In order to meet the increasing demand for talent, we recruit through Internet and campuses, cooperating with colleges, establishing training classes, Trina Solar job fair and many other channels. We evaluate all departments quarterly for their talent demands, carry out the talent reserve plan accordingly, and eventually establish talent teams. By the end of 2014, Trina Solar has a total of 13,888 staff, with 4,821 female employees, occupying 35% of the total amount. There are 1,954 managerial employees including 20 with doctoral degrees, 282 with master's degrees, 1,083 with bachelor's degrees, and 569 with lower educational degrees.

Upholding international conventions on human rights and labor standards, we protect the legitimate rights and interests of employees in accordance with the Labor Law of China and the Labor Contract Law of China and other relevant laws and regulations:

- Resolutely eliminate forced labor in the production or service provision process.
- Comply with local laws in the region where our factory or office is located. No child labor is allowed. Men and women enjoy equal pay for equal work.
- Adhere to the open, fair and equal recruitment policy to promote good relations between employer and employee. Trina Solar will never interfere with employees' freedom of belief or discriminate any employee in terms of nationality, ethnicity, religion, gender, age, disability or marital status. During 2014, no discrimination incidents related to gender and health status happened.
- Employees enjoy paid vacation as stipulated in the Measures for Employees' Paid Vacation. We pay endowment, work injury, unemployment, medical, maternity insurance and other social insurance, as well as a housing fund for all employees. Company benefits also include birthday cake vouchers, health days, cash gifts for weddings, traditional festival allowances, accident insurance and medical hospitalization subsidies and many others.
- In Europe, Trina Solar has set up a flexible self-benefit plan. Employees are free to choose their favorite welfare program such as language training courses, health clubs, public transport and medical insurance etc.. With the full-range of welfare guaranteed, our employees can dedicate themselves to work and enjoying life in the meantime.

Compliance with Labor Standards in New Markets

With the globalization of business, Trina Solar ensures our operation compliance with international conventions on human rights and labor standards, as well as local labor standards by continually recognizing standards in new markets. In 2014, our businesses expanded into South Africa. In order to be an attractive and legitimate employer, we learned local laws and regulations and gradually put them into practice.

- Guided by hired experts on local employment law and legal counsels, we provide an attractive payroll and welfare system whilst meeting the local laws and regulations by recognizing the detailed requirements of local employment laws in terms of working hours, vacation, social security system and legitimate items of deduction.



- Work with financial institutions to establish local banking services.
- Provide employees with safe and comfortable workplaces.
- Provide new employees with draft contracts, and only sign the contract upon mutual agreement on the contract content.
- Work with line mangers to formulate a three-month new employee onboarding plan. We also train new employees in aspects of internal policy, staff manuals and guides, HR system and internal business process to ensure their fully understanding of the internal rules and procedures.

Case

South Africa Broad-Based Black Economic Empowerment Act

Black Economic Empowerment Policies

In 1994, the South Africa government passed and implemented the "Black Economic Empowerment Act" ("BEE"), to improve development in South Africa as well as the economic status of black people. BBE aimed to address the worsening public security due to the widening gap between the advantaged and disadvantaged groups and the continuing increase in unemployment rate. In 2003, the South African general assembly passed the "Broad-based Black Economic Empowerment Act" ("B-BBEE").

BEE Scorecard

While the South African government was executing the BEE policy, organizations in each industry were formulating BEE regulations and industry plans based on their own features. In 2007, in order to further implement B-BBEE, the South Africa BEE Steering Board worked with SANAS to set up the BEE admission framework for economic entities involved in the economic development of South Africa. The framework mainly aims to determine the scores based on the size of contributions of economic entities to the BEE targets and plans, such as the purchase of the commodities from black-owned firms, employment of black people, women and other disadvantaged groups, the co-development of large-scale projects in partnership with black-owned firms, etc.

Any contribution will be scored according to BEE regulations. The score will be recorded in BEE scorecard of the company, based on which the company will receive an industry entry qualification from the South African government.

The 2014 scorecard contains 5 elements , such as stock rights, corporate management, technology development, suppliers development and social development, with a total of 109 points and 9 bonus points. Each company will be evaluated to 8 BEE Levels between Level 1 (the best) to Level 8(the worst) according to their performance in the 5 elements. As Trina Solar expands its business in South Africa, which is the largest market for solar at south of Sarah in Africa, we will incorporate local labor policies such as BEEE into our recruitment policy.



Recognition of Employees’ Contribution

We treasure every contribution made by our employees. We also focus on attracting and retaining outstanding talent through performance management, training, competitive salaries and efficient incentive mechanisms, and try our best to give full scope to the talents.

Performance Management System

Trina Solar establishes employees' Performance Management System to attract, retain and inspire all the employees. Employees are required to formulate a semiannual Personal Development Plan (PDP) and evaluate the completion of PDP at the end of each half year, while salesman are required to formulate quarterly KPI. The PDP consists of business targets, key targets, employees management target and personal development target, aiming to realize the balance of personal development, group development and organization development.

Group leader will formulate a key work planning diagram of each department, and then decomposed key business targets and key tasks level by level, which connects each employee to the annual key targets of Trina Solar. The PDP evaluation will be related to performance bonus, salary adjustment, promotion, stock grant, excellent employee election, trainings, key talent management and succession plan etc..

Performance Target Formulation

Performance Communication

Performance Evaluation

Evaluation Result Communication

Result Application

Employee Inspiration

- Set up quarterly prizes such as company performance prize and Business Units performance prize, as well as semi-annual prizes, such as individual performance prize.

- Evaluate and select excellent employees and teams, to inspire individuals and teams with superior performance in work every six months.

- Grant stocks to top management, managers with good performance, key talents or scarce talents.

- Set up quarterly and monthly quality performance prize for production line employees.

- Set up prizes based on features of each business unit. For example, MBU set up a series of incentive prizes themed with "I Love Trina Solar" for employees' outstanding performance in innovation, self-improvements, loyal service, contributions and continuous improvements.

- Set up a talent bank and apply for the talent fund and creative fund for the employees who have obtained a Master and/or Doctorate.

- Put new position demands onto the company website and allow employees to have the chance to apply for a new position, so as to enhance their passion for work and comprehensive capacity.

- Recognize each employees' contribution. Hold a farewell ceremony for each retiree and distribute retirement certificate and souvenir.

Listen to Employees

Trina Solar attaches importance to employees’ communication and involvement, and encourages them to join in the Labor Union. We have created a variety of communication channels, which include internal communications committee, Bulletin Board System (BBS) Forums, HR hotlines, and suggestion boxes for improvements, to promote the construction of internal and external “communication culture” via multi-channel and multi-level communication, and invite employees to fully exercise their democratic right and participate in company management. We will timely respond to employees' questions and provide solutions. For problems can't be solved, we will make detailed explanation to gain employees' recognition.

Communication Channels	Frequency of Communication	Content of Communication
Management Meeting	Periodically	• Business requiring supports from other regions/BUs or other departments.
Quarterly Communication Meeting	Quarterly	• Company development, status in Industry, challenges and opportunities.
Round-Table Meeting	Periodically	• Company development, company management, compensation and welfare, working environment, health & safety, employees’ daily life.
Lunchtime Communication Meeting	Periodically	• Company management, compensation and welfare, working environment, health & Safety, employees’ daily life.
Team Leaders/Employee Representatives Communication Meeting	Periodically	• Company development, employees’ daily life, experience-sharing, career development and training Plan.
BBS Forum, HR Hotline	Any time	• Corporate culture, company activities, systems and policies, compensation and welfare, working environment,health & safety, employees’ daily life.
Company Journal <i>Highlight</i>	Periodically	• Important events regarding the company's branding, innovation, social responsibility and global interests.

Round-Table Meeting

Employees from each business unit and department could apply to attend the round-table meeting. Representatives of top management will convey the major development, goals and directions, meanwhile employees could feedback their concerns to management level, which provide a communication platform for management level and employees.



Lunchtime Communication Meeting

The lunchtime communication meeting is organized to promote communication between management level and employees. Employees could apply to attend the communication meeting to talk about their concerns, including but not limited to works, lives, family and so on.



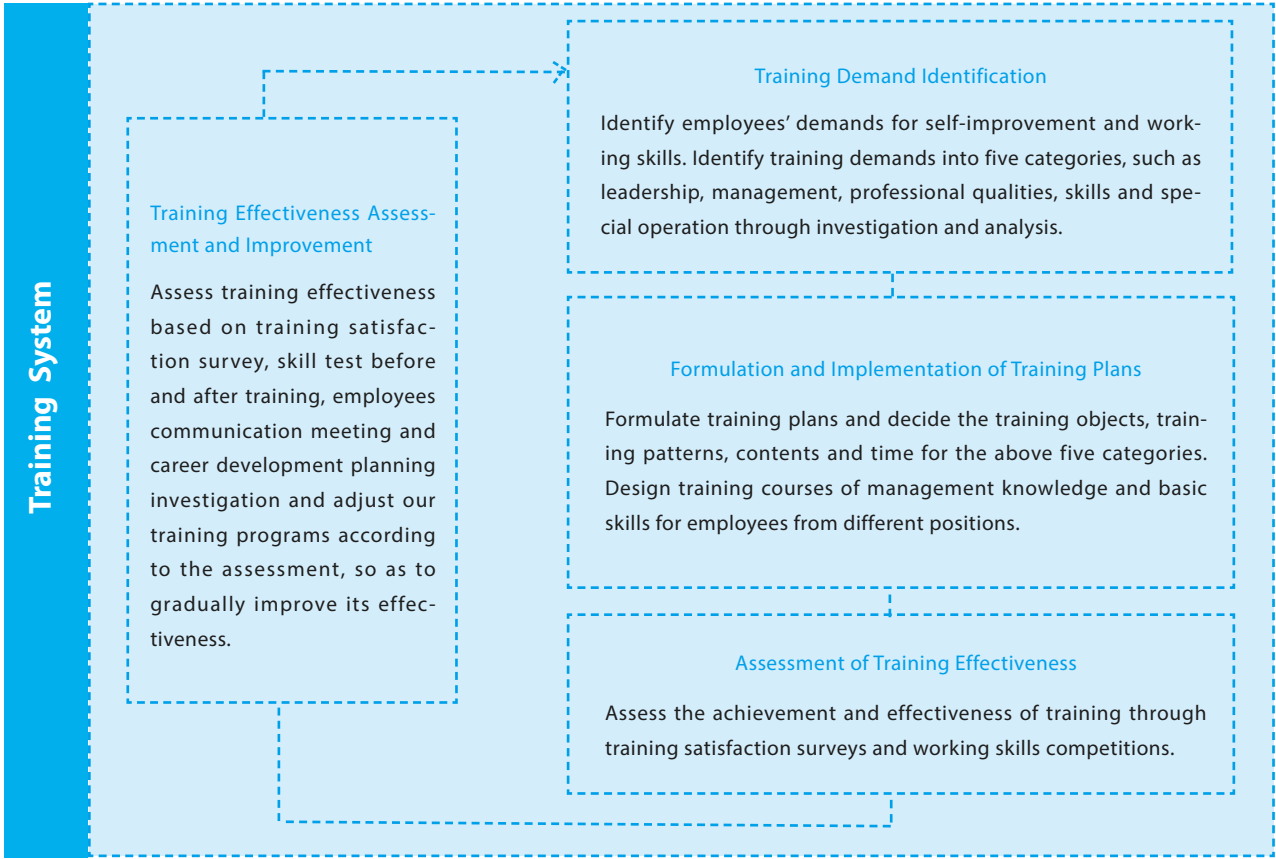
Employee Satisfaction Survey

We have designed Employees Satisfaction Questionnair based on employees' concerns and carried out satisfaction survey periodically for both management and production workers. In 2014, we also launched an online survey platform with regards to management, environment, employees’ satisfaction towards the company and dedication to their work, job responsibilities, career development, payroll and benefits, etc.

According to the results of the survey, we summarize and analyze employees in terms of their types, divisions, posts, ages and other indicators, to fully understand which aspects employees are satisfied or unsatisfied with. By comparing the results with those from previous years, we find a better way to improve company and departmental management.

Building Learning Organization

Since employees are the cornerstones of enterprise development, Trina Solar always attaches importance to personnel training and development, and promotes employees to grow along with the company. Trina Solar takes training, education and culture construction as an important part of the management system, provides a strong training support system for employees and offers them personal development programs tailored to individual business development and position needs so that they can gain knowledge and continue to grow in the process of training, daily work and communication/cooperation, thereby improving the overall quality of the workforce, and adding impetus for the sustainable development of enterprise.



Library

To build a better learning platform to support employees' development, Trina Solar has set up ten well-equipped proprietary training rooms. In addition, we have also cooperated with Changzhou Library to jointly open a library with a collection of over 20,000 books. This library uses the same management system as the one used in Changzhou Library, and readers can borrow books from, and return them to, either of the two libraries, as they are linked with each other. There is also a dedicated electronic reading area for employees to read electronic journals and e-books, which greatly enriches their spiritual life.

Training center

We have set up a targeted training center for employees' training and development, and established a fairly mature training system, which includes institution, curriculum, lecture and resource, so that every employee can have two routes, i.e. the technical route or the management route, to select from after they are competent at the corresponding position. Each step of their development is provided with appropriate training courses and development links to support their personal development.

We are constantly improving our training hardware and facilities to improve training quality. We have now built ten training rooms of different styles and sizes, which can accommodate up to 1,000 people in total. According to different curricula, we provide 200-person new employee training rooms, 40-person management interaction training rooms, 30-person lecture-style training rooms, and 20-person discussion training rooms. The lecture halls are equipped with complete audio and video systems, capable of hosting various company events. The availability of various rooms enables training courses of different levels and types to be smoothly carried out at the same time.

In 2014, aside from gradually implementing internal training as the training plan, for the first time we proactively developed external training by cooperating with Golden Finance and the Overseas Education College from Shanghai Jiao Tong University, to establish internal and external training courses of different levels, covering aspects such as self-management, team management, specialized experience sharing, and products and skills. In 2014, we provided employees with a total of over 217, 000 training hours, amounting to around 17 hours per employee. The entire training system covered training items of different levels, including quality and skills, products and technologies, corporate culture, environmental protection, occupational health and safety, business ethics, and employees' mental health.

E-learning System

As a supplementary training tool, online learning systems (E-learning) successfully resolve the problems of cost, time conflicts and site constraints. We developed our own E-learning system to provide an online interactive training platform for employees. Based on the principles of adult learning, the duration for each course is set to about 30 minutes, so that the employees can learn a useful course within a short time. This provides more convenient learning and personal development resources for employees worldwide, helping them expand their knowledge and abilities.

Currently, there are about 80 courses available on our E-learning platform, covering courses on company's rules and regulations, introduction of system operation flow, time management, thinking structure and team management. We have also laid down an incentive policy for development and preparation of electronic courses, in order to encourage employees to convert their expertise into courseware and micro-courses. This not only reduces our courseware development cost, but also effectively accumulates the company's unique and precious knowledge.

New Employee Training

To help each employee quickly perceive our corporate culture and start their work in Trina Solar, we organize a two day intensified training course for new employees as follows:

- Welcoming address from top management: Communicate with top management to know the corporate development history.
- Teamwork building: Promote employee communication and enhance team cohesiveness.
- HR, finance, performance policy introduction: Quickly adapt to their new jobs in Trina Solar;
- Visit to state key laboratory, exhibition hall and workshops: Deeply know our products and production process.



Care for Employees’ Physical and Mental Health

Employees’ physical and mental health is an important guarantee to increase productivity. To this end, we are continuously concerned about employees' health, including their occupational health as well as their (including retirees') personal health and mental health. We set up health centers and rest rooms for pregnant employees; carry out the employee assistance program (EAP) and occupational hazard monitoring program. We also provide occupational health and women’s health examinations every year for all employees. In brief, we spare no efforts to create a healthy, safe and comfortable working environment for our employees to make their life more enjoyable.

In 2014, the Company started a health-check program for managerial staff who had worked for more than one year. For those working outside the Company's headquarters, they have access to this program through the Guanaitong platform. A total of 1,049 workers signed up for this program.

Care for Mental Health

We have established the Employee Assistance Program (EAP) in order to better alleviate employees’ working pressure and ensure a healthy and efficient productivity. The EAP is a set of long-term assistance and welfare programs for employees. It is used to help employees, as well as their family members, to solve a variety of psychological and behavioral problems, and to eliminate all factors that may affect employees’ performance. This program is carried out through professional diagnosis and analysis of the organizational environment, as well as through provision of professional guidance, training and consulting to employees and their family members, thus improving the employees’ job performance.

Trina Solar helps employees ease their work pressure, eliminate psychological distress and improve their feelings about their work. Currently, we have organized an EAP counselor team and invited experts to periodically give guidance in terms of stress management, occupational mental health, and healthy lifestyles.

Care for Occupational Health

We have strengthened the supervision of occupational health in many ways, and provided health care for employees in positions with occupational hazards in order to prevent occupational diseases. In addition, we also ensure a steady safety funding every year for occupational health protection. No occurrence of occupational diseases is one of our long-term objectives.

- We have established an internal clinic to provide employees with medical and health counseling services.
- Trina Solar conducts annual health examinations for employees who are exposed to occupational health hazards, and adjusts work positions for employees exhibiting symptoms of occupational illnesses.
- Trina Solar carries out industrial hygiene monitoring at workplaces in accordance with the local occupational health protection laws and regulations every year, and takes engineering and management measures to ensure an available and healthy working environment.
- Trina Solar sets up warning signs in the workplaces to inform employees of the occupational hazards and protective measures during their work, and also increases awareness of self-protection.
- Trina Solar cares for our employees working on special positions. For example, distributing sunstroke prevention items to employees who exposed to sun in high temperature in summer.

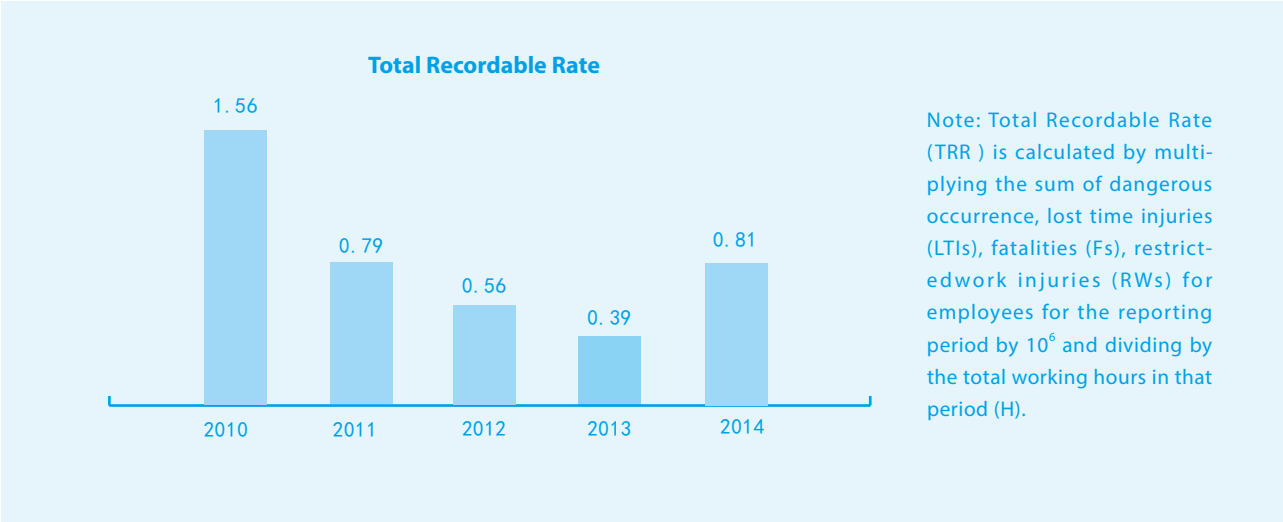
Case

Medicare Green Channel

Trina Solar pays industrial injury insurance for all factory workers. To ensure employees get timely medical treatment, Trina Solar sets up Medicare Green-card Scheme with three hospitals in Changzhou for our employees. Employees will be able to receive immediate medical attention after showing their “Trina Solar Medical Treatment Green Card” at any of the three hospitals. Trina Solar will pay medical expenses afterwards to make sure that the employees receive timely treatment.

Employees’ Safety

As stated in EHS policy, Trina Solar is committed to protecting employees’ health and safety. Safety is one of our top priorities when conducting business. We believe that the establishment and implementation of a good occupational health and safety management system is an important way to care for our employees and their family members to protect our employees, suppliers and communities where we reside, as well as an essential path to contribute to society.



As we have been constantly improving our occupational health and safety management system, we have seen a continuous decrease in TRR rating from 2010 to 2013. However, in 2014, increasing automation in some of our workshops caused a rise in the Company's total recordable accidents; thus, TRR has raised accordingly. The EHS department and responsible departments jointly carried out a detailed analysis of the causes for TRR rising, and prepared corrective and preventive measures to lower TRR.

Case

Creation of Grade II Safety Standardization Enterprise of Yancheng Factory

In order to improve safety production management, Trina Solar's Yancheng factory carried out safety production standardization work in 2014 in accordance with the requirements specified in the Code for Safety Production Standardization by Machinery Manufacturers. The requirements fall under three categories: basic management, infrastructure safety conditions, operational environment and occupational health. The audit expert team, after comprehensively evaluating the safety standardization documentation and safety management in operation sites, concluded that the Yancheng factory had established a sound safety organization with complete safety management rules and regulations and normally running safety facilities, conforming to the Grade II safety production standards in the machinery industry. Trina Solar was successfully conferred with the "Safety Standardization Enterprise - Grade II" based on the National Safety Standardization Enterprise Standards in December 2014.



Care for Employees’ Work Safety

We are committed to workplace safety. Our safety objectives are to continuously improve safety and health for all employees with fewer hazards, reduce exposures and fewer injuries and illnesses. We make efforts to promote the safety culture construction so that our health and safety performance is continuously improved.

Trina Solar proactively conducts risk assessments in relation to the safety and health risks posed to any person who may be affected by his undertaking in our workplace. A procedure has been established and implemented to systematically identify the hazards and assess the risks related to manufacturing activities, products and services. Risk control strategies have been implemented, focusing on elimination/replacement, engineering measures, administrative measures and personal protective equipment controls. Trina Solar maintains an active emergency response plan. The plan is to ensure, to the best of our abilities, that the site facilities are maintained and operated in a safe way.

Hazard Identification and Risk Assessment

We set up the Hazard Identification and Risk Assessment Procedure to identify the hazard and assess the risks related to manufacturing activities, products and services. Hazard identification is the recognition process of sources or situations that can cause harm to people (accident or illness). Risk assessment is the process of estimating the risk levels for the hazards and their acceptability. Based on risk level determined, risks are categorized as major risk, medium risk and minor risk. The risk acceptability and recommended actions are also suggested as depicted in the Table.

Risk Category	Acceptability of Risk	Recommended Actions
• Minor risk	• Acceptable	• Maintain existing management and control measures, and strengthen measures according to actual situation.
• Medium risk	• Tolerable	• Review existing procedures and control measures to prevent accidents. • Analyze to determine whether to take further measures in accordance with the consequences which the accident may result in.
• Major risk	• Intolerable	• Avoid or reduce the risk by taking engineering and/or management measures. • Take temporary management and control measures to ensure the safe operation before taking engineering or management measures to control the risk.

Case

Modifying Fence around Laminator to Lower Safety Risks during Dismantling of the Fence

In the module workshops, operators need to remove the railings around the laminator to clean it. The iron-made laminator weighs over 15 kilograms and some of its mounting screws were stripped, posing a potential safety risk, which was assessed by the EHS department as Medium Risk. As a result, the company needs to take measures to lower the risk. After the joint assessment by the EHS department and the departments in charge of the workshops, the iron railings were replaced with a new fence made of light-weight yellow sunlight sheets and fringed with an aluminum frame. The easily removable U-shaped slot installation of the new fence reduces employees’ intensity of work, thus reducing the associated risks.



Before Improvement



After Improvement

Hazardous Work Management

We set up a permit-to-work system to ensure the safety of contractors and employees. This system requires employees and contractors to get an Area Work Permit prior to the commencement of any work within Trina Solar premises. We strictly control activities that may cause major injury or losses, such as working at height, with open flames and in confined space. The person responsible for a project needs to complete a permit for such work, which must then be approved by relevant parties prior to commencement of the work.

Safety Inspection

Trina Solar has established the EHS Inspection and Management Procedure to assess the strengths and weaknesses in the plant’s safety system by the identification of unsafe acts and unsafe conditions. The procedure gives the notification of line management for appropriate, effective and prompt corrective actions. The establishment and implementation of the procedure minimize employee and company loss by early detection of potential safety and health hazards.

Near Miss Reporting

A “near miss” or “near” accident is defined as unsafe acts and/or unsafe conditions that may have the potential to result in an injury, health impairment, environment pollution or property damages if it is not resolved or addressed systematically. The “Safety Pyramid” theory suggests that reporting and resolving near miss can prevent and reduce accidents and injuries.

Trina Solar launched a plant-wide campaign, Near Miss reporting program, in June 2010 to encourage all employees to report near misses. To ensure the successful implementation of the program, employee can report a near miss through different channels, such as EHS reporting card, near miss reporting database in e-flow system, email and telephone notification.

We received a great response from our employees. There were total 1,998 near misses reported in 2014, and 85% of them were resolved, not only greatly reducing the company's safety risks, but also creating a culture of full participation in safety management.

Case

Near Miss Reporting for Injury Due to Clipping by the Extendable Unit on the Module Turnover Platform

Near Miss reporting from employees working in the module auto line inspection area: If an employee approaches the platform when the turnover device is turning over modules, he/she may be possibly injured due to clipping or collision by the extendable unit on the platform. Additionally, limited by the small area for movement in front of and behind the platform, it is possible that employees might miss their step and get injured. After a co-evaluation by the EHS department and workshop workers, a sensing optical screen was provided on the two sides of the turnover platform, so that if someone comes closer than 60 centimeters from the turnover platform in operation, the turnover device will stop running. The stages on the platform were also doubled in width, to lower the risks of employees’ falling off or on to the ground when they step back.

EHS Management of Change (MOC)

EHS Management of Change (MOC) is an essential building block to maintain operational integrity and prevent serious EHS accidents. Trina Solar has set up an MOC procedure. An evaluation should be conducted if the changes have a strong relation to those that may be harmful to people, the environment, safety or quality of products. Examples of changes requiring MOC evaluation include:

- Introduction of new technology and equipment.
- Selection and introduction of new process (chemical, physical, methods, etc.).
- Change of operation procedure.
- Introduction of new suppliers or new materials.


Emergency Management Plan

During an emergency, our response makes the difference between a positive and a negative outcome. Trina Solar has put an Emergency Response Plan (ERP) in place to enable employees to respond to an emergency in a timely and efficient manner. The plan provides a framework for effective communications with employees, the public, customers, government and other stakeholders during an emergency. The ERP covers emergencies such as fire, chemical spill/chemical burn and power outages. It is regularly reviewed and emergency drills were conducted to ensure suitability and adequacy of the plan.


Case

Campus-wide Evacuation Drill for Fire Protection

In order to test state of preparation for emergencies, we organized a fire emergency and evacuation drill in the northeast campus of Trina Solar in June 2014. During the drill, a big fire in the warehouse for rejected hazardous substances was simulated. A factory-wide emergency evacuation was initiated. The entire staff (including contractors) was organized to carry out emergency evacuation procedures. It took four minutes to finish the evacuation and a total of 1,000 people were evacuated. The drill greatly enhanced and improved the staff's emergency response ability.



Report the Roll Calling to the General Commander



Firefighting Vehicles Carry Out a Rescue

Employees' Traffic Safety

Trina Solar cares not only about employee's work safety, but also about their safety on the road in their daily commute. To minimize injuries and losses caused by traffic accidents on the way to or from work, we conducted a series of traffic safety improvement projects. In 2014, there were no traffic deaths and serious injuries.

- Inspect motorcycles and electric car licenses regularly.
- Provide reflective strips for motorcycles, electric bicycles and distributing reflective vests to employees and push bikes to increase visibility at night.
- Invite traffic patrol officers to give lectures on the traffic issues; such as situation, common traffic violations, correct driving habits, how to inform police of accidents and how to handle a hit-and-run accident etc.
- Periodically display traffic safety pamphlets and posters in promotion windows.

Safety Culture Development

Caring for employee's life and work safety is one of the key performance indicators of corporate culture progress. We strictly follow security policies, hold EHS committee meeting monthly, organize safety promotion month every year, launch various training activities to strengthen employee's recognition about safety culture, give guidance to employee's safe behavior and promote the corporate culture of "safety-first".

EHS Promotion Month

We organize EHS promotion month in every June. In 2014, we organized a series of activities centered round strengthening awareness of red lines and promoting safety development.

- Opening Ceremony of EHS Promotion Month: The attendees reviewed safety performance for 2013 and the safety management work planning for 2014. The head of each department signed an agreement on EHS responsibility, and the responsibility system was put into practice at all levels. Besides, the award of Excellent Safety Performance was awarded to 3 groups and 18 individuals for their outstanding safety performance in 2013.
- EHS Quiz: Each employee may submit the answer sheet in hard copy or electronic form. The content of the quiz covers safety of hazardous chemicals, electricity safety, occupational health, fire safety, traffic safety and so on.
- ERT Competition: Examinations of both emergency response theories and operation skills are conducted to measure the ERT members' emergency response.
- Energy Management Lecture: Give lectures on the main content of energy management system and on how to more effectively utilize the energy and resources.
- First-aid Lecture: Professional first-aid doctors are invited to give lectures on first-aid methods like cardiopulmonary resuscitation and extra thoracic compression, to improve our ERT members' emergency response abilities.
- Safety Production Topic Essay Writing Activity: Employees are encouraged to write about their own experiences of health and safety issues, so as to continually grow and promote the corporate culture of "safety first".


Safety Essay Writing

Learn from Others' Experience and Take Preventive Measures (Second Prize Essay written by Wei Li from Cell 5)


On June 19th, hearing the alarm from the working platform, a worker ran to clear the alarm, but he fell off balance due to the wet ground. He bumped his head on the edge of the platform and fainted. His co-workers carried him to the workshop dressing room for emergency treatment and then transferred him to the hospital for rehabilitation and he returned to work eventually.

This story didn't occur in my workshop or to my workers, but it made a deep impression on us. As a team leader for a production line, I was the person responsible for this line. If any accident happened to one of my workers, it was because I didn't do a good job of safety management. This story reminded us that we should pay careful attention to details, and that we should always be vigilant where safety is concerned. We analyzed the causes of this accident, and formulated the following corrective measures to preclude any similar accidents.


- Protection surroundings for edges of all working platform in the workshop.
- Informing all employees about reason of this incident and prohibiting walking too fast in the workshop exceeding the speed limitation of 0.9 M/S.
- The cleaner should mop the ground clean and dry.
- Reassessment of the anti-skid factor of the dust-free shoes.



Before Improvement



After Improvement



Employee Training

EHS Committee Meeting

With the implementation of EHS principles and policies as its purpose, Trina Solar’s EHS committee supervises the implementation of various safety measures, comprehensively promotes the environment and health and safety work, and strives to effectively manage and control all EHS activities.

The EHS committee meeting, held regularly at the beginning of every month, has established an EHS information communication mechanism widely participated by several departments such as production, technology, facility, HR, administration etc. All EHS issues are discussed and communicated during the committee meeting, and examples of the meeting agenda include,

- Potential risks and improvement measures;
- Correct working processes and safe working methods;
- EHS accident analysis and EHS performance review;
- EHS suggestions and proposals for staff safety;
- EHS work objectives, directions and focus for the next stage.

Work-life Balance

In addition to powerful innovation ability and advanced technologies, harmonious corporate culture also plays an important role in healthy and rapid development of an enterprise. We believe that a good enterprise culture can help employees enjoy their work and life in a better way; colorful cultural activities can effectively relieve employees’ psychological pressure, relieve stress and help to form an atmosphere of mutual assistance, love and trust.



Leisure Sports Activities

Trina Solar has established a series of sports clubs including football, basketball, badminton, table tennis, swimming, fishing, etc. Each club regularly develops training activities every month and organizes various kinds of internal leagues or friendly matches with other companies every year. For example, we hold a basketball league, badminton matches, tug-of-war events and Ping-Pong matches every year. Every moment of joy and every drop of sweat carries the team spirit of striving upwards.

Case

Yoga & Tai Chi Classes for Physical and Mental Health

Yoga and Tai Chi help cultivate the mind and body and help find spiritual tranquility. They help staff relax in body and mind. The relaxing, soft movements help to calm people down amid the hustle and bustle of life, cultivating their minds and making them more confident in their work and life.



Parent-Children Interaction

The adolescence period is the most critic and distinctive period in life. Considering that our employees devote most of their energy to working, continuous self-learning and improving, and neglect growth of their children, in order to facilitate relationships between parents and children, Trina Solar persists in organizing all kinds of parents-children activities conducive to children's physical and mental health. These activities are enjoyable and educational, not only promote emotional exchange between parents and children, make

children experience enjoyment of creation and success, but also train their character of participation and exploration as well as enable them to make more good friends.

Trina Solar in Europe Area has one day as the "Future Career Planning Day" every year. Parents can take their children to workplaces and spend the whole special day with their children. And children can know their parents' work content, and have an opportunity to know the real world and understand the value and meaning of labor. We deeply believe that taking children to their parents' workplaces is not only a simple vocational education day, but also can help employees make a good balance between work and life.

Case


Calligraphy and Painting Competition

To enrich the summer vacation of employees’ children and help them to enjoy the beauty of nature, Trina Solar held the “Growth under sunlight” calligraphy and painting contest among employees’ children in July 2014. The contest led children consciously recognize the photovoltaic sector which their parents were working for. Each child was encouraged to make free creations with themes of the beauty of sunlight, green environmental protection, photovoltaic energy, harmonious family and happy growth, stimulating their imagination.

Case

Vocational Experience

In order to help children understand the characteristics of different professions and to cultivate their vocational ideals, we organized more than 60 employees and their families to participate in the parent-child activity on the theme of “Harmonious Family, Life and Career” in August 2014. During the activity, children played various roles in hospitals, traffic stations, police stations, fire brigades, law courts, airports, restaurants and other themed “workplaces”, experiencing the toil of hard work while enjoying the educational fun.



Festival Activities

In order to popularize national culture and enrich employees’ cultural life outside of work, we prepare various activities to celebrate all the major traditional festivals:

- On Spring Festival (Chinese New Year), we sent consolation cards to express our sincere appreciation and New Year’s greetings to the family members of all front-line employees.
- On Lantern Festival, we hung up red lantern riddles and colorful balloons for employees to enjoy the festivities.
- On Dragon Boat Festival, we organized party and distributed Zongzi (pyramid-shaped rice dumplings wrapped in leaves) and organized a Zongzi-making contest.
- On Mid-autumn Festival, we organized volunteers to distribute moon cakes and sent festival greetings to staff still working at their posts on this special day.
- On Double Ninth Festival, we sent blankets and consolation cards to the parents of staff who had been with us for more than 10 years to express our respects to the parents of our employees.



05 Contribution to Society

As a responsible corporate citizen, Trina Solar has always held the idea of giving back to society. By using the advantages of its technology and resources to their full potential, Trina Solar brings positive changes to local economies, the environment and society. We wish to promote development and social progress through investment in education, public charities and staff volunteer service.

- Education Support
- Donations
- Volunteer Activities

Education Support

Trina Solar considers supporting education to be its long-term corporate duty and mission. Because of this, we invested in establishing Trina Solar International School. Through constant investment in education and promotion of innovative talents, we supply power for world economic growth and sustainable social development. We donated photovoltaic modules, teaching supplies, books and other equipment to Tanzania Msafiri primary school, Gansu primary school for underprivileged children, and Las Vegas Coral Academy of Sciences. We work hard to improve the educational environment with the talent, technology and funds available to us, providing more and more teenagers with educational opportunities, helping them to achieve success in the future.

Trina Solar International School

Trina Solar International School adopts high quality international courses, taught entirely by international teachers, including a full 15 years of international education, starting from kindergarten and going all the way through primary school, junior high school and senior high school, which can provide high quality educational resources for young students with different cultural backgrounds, and promote their optimal development.

Ecological Experience in Spring

On April 2nd, the children from Changzhou Trina Solar International School pre-school kindergarten classes came to Changzhou Agricultural Ecological Park to learn to distinguish different vegetables, and learn how to correctly pick them.

Led by the working staff of the farm, the children entered the vegetable greenhouse one by one, identifying food items that they would normally only see on their tables. Their teachers, Mx. Popli and Mx. Rogers explained the color, name and correct picking method for every vegetable. Every child picked all kinds of vegetables according to the picking methods taught to them by the teachers. The children learned about many kinds of vegetables, at the same time as getting close to nature.



Stepping into Changzhou Children's Welfare Institute

On December 10th, the fourth, fifth and sixth grade students from Trina Solar International School brought gifts, songs and the love and warmth of themselves and their teachers to Changzhou Children's Welfare Institute, delivering sincere greetings and warm blessings to the children at the same age as themselves are.

All of the students from Trina Solar International School donated presents of stationeries, books, socks, toys, hand warmers and more to the children of Changzhou Children's Welfare Institute, and sang songs for them as well. This helped the children to understand thanksgiving, sharing and helping others.



Case

Donation of Photovoltaic Modules to Tanzania Msafiri Primary School

Tanzania Msafiri English primary school is a boarding school founded by the locals and a non-government organization sponsored by European sponsors. Built in 2004, the funds mainly came from donations from Mühledorf town in Germany, while the SunPlan from the same town provided this school with clean solar power, together with the MaxSolar company.

In October 2013, Trina Solar actively participated in this project, donating 9.5 kilowatt photovoltaic modules, together with SunPlan company, to this English teaching school of 170 students. This project was installed and put into use in March, 2014. The project can help to prevent local power shortages, which are common in the region. It can also allow the children use computers at day time, and provide adequate lighting at night. Trina Solar is honored to participate in such project, as the English teaching can provide advantages for the students' continuing education and later employment.



Case

Building the Future with Love: Donating to Gansu Primary School for Underprivileged Children

In June 2014, the Trina Solar Labour Union, China National Democratic Construction Association Trina Solar branch and Colink community sponsored an education donation ceremony to "Care for Childhood Dreams and Build the Future with Love" at Nan'guan primary school in Minqin county, Wuwei city. We donated 15,000 yuan to Minqin county educational foundation, and donated stationery and sporting goods worth over 3,000 yuan and 572 books to Nan'guan primary school. Trina Solar Labour Union subsidized 30 impoverished children with stationery, grants and clothes. The subsidized students thanked their patrons from Trina Solar for their help and love. They expressed that they would try hard to finish school with the gifts they had been given, and try to pass the love on to more people in need of help.



Case

Donation of Photovoltaic Modules to Las Vegas Coral Academy of Sciences

Solar Power International (SPI for short) is the largest and most influential professional solar power conference and exhibition in USA. This conference was set up in 1995, and started as an exhibition in San Francisco in 2004. It is held in different cities within the US every September to October.

In 2014, SPI and its cooperative partners launched a new common proposal: donate modules to the schools in the SPI host city every year to support local education. Coral Academy of Sciences in Las Vegas is a school mainly focusing on education in the STEM fields. Trina Solar united with the Solar Energy Industries Association (SEIA) and the Brian D Robertson Memorial Solar Energy School Foundation (BDR Foundation) of the solar energy foundation project to donate a total of 11.2 kilowatt solar modules to Coral Academy of Sciences. Black Rock Solar was in charge of installation, and after installation, it will provide 9% of the total energy of the school, and save the school about 1,400 dollars in electricity every year.



Donations

Social prosperity and stability is the basis of our business operations, and the success of enterprise can also promote social development and progress. Enthusiastic in social public welfare, Trina Solar is making active contributions to public welfare, disaster relief, improvement of medical and traffic conditions etc. to create a better world.


Case

South Africa Robben Island Sun Star Project

In November 2014 Trina Solar donated 4 kilowatt photovoltaic modules to the hybrid power system Sun Star located at the mountaintop of Signal Hill, Cape Town, South Africa, providing energies for local educational activities, movie projection, sports events, exhibitions etc.

Sun Star project is located outside the wall of Robben Island prison, 30 meters high. It is in a spherical shape, surrounded by solar rays, which represent innovation, creativity, courage and strength. The building will be dismantled in one year, and the modules donated by Trina Solar will be installed in a local low-income community, which can help reduce the energy consumption costs of this community for the next 25 years.

Ben Hill, the president of Trina Solar Europe and Africa, said: "Trina Solar is honored to participate in this great project. This project does not only have symbolic meaning, but also will reduce the energy consumption costs of several communities in Cape Town, which indicates solar power has huge potential in South Africa. We are dedicated to providing clean energies all over the world, and we look forward to developing the South African market with our strategic cooperative partners. The storage center newly put into use in Johannesburg, South Africa and the professional sales team will provide our cooperative partners with faster and better support".



Case

Ya'an Drinking Water Project

On April 20th, 2013, Lushan county of Ya'an city in Sichuan province was stricken by an earthquake of magnitude 7.0, causing millions of deaths and incalculable suffering. For the first time, Trina Solar held a prayer activity for Ya'an and solicited donations from staff members. Our staff responded with great compassion and enthusiasm, and generous donations came in one after another, for a total donation of over 100,000 yuan. At the same time, the Labour Union donated 30,000 yuan, and the company itself donated over 50,000 yuan. The total donations reached 200,000 yuan. Through the China Foundation for Poverty Alleviation, all the funds were donated to the village drinking water system reconstruction project in Fuzhuang town, Hanyuan county, Ya'an city. In order to help the residents of Ya'an rebuild their homes, Trina Solar also held a Lushan earthquake rescue activity—a countryside drinking water project, donating the water supply system for a village to solve the drinking water safety problem for the rural residents in the disaster area.

Fuzhuang town, Hanyuan county, Ya'an city is located in the high mountain area of Ya'an city, and the water conservancy infrastructure construction is relatively backward. After the earthquake, the original water storage capacity severely decreased, and the water irrigation facilities were severely damaged and showed leakage, unable to satisfy the local's production and life water need. After field research carried out by the China Foundation for Poverty Alleviation, Ya'an working staff and the expert group set up by Ni Fuquan, the president of the Institute of Water Conservancy and Hydroelectric Power Research, Sichuan Agricultural University, it was decided to use Trina Solar's donation of 200,000 yuan to build and improve farmland irrigation facilities in Yongxing village, Fuzhuang town, Hanyuan county. The Trina Solar drinking water project formally started up in November, 2013, and was finished and put into use in June, 2014. It solved the water problem for fertilizer application and spraying agricultural chemicals for 2 km² of fruit trees, such as cherries, pears, apples, peaches and plums, and practically improved the local production and water use conditions.




Reservoirs in Yongxing village, Fuzhuang town, Hanyuan county

Case

"Energy Buildings"—Donation of Photovoltaic Modules to Switzerland's Thunersee Senior High School

"Energy buildings" refer to buildings which can produce enough energy not only to sufficiently support their own energy consumption, but also to provide electric power for solar electric cars. In 2012, Trina Solar united with the Switzerland solar energy award to promise to install photovoltaic modules for the canton with the most energy buildings.

In 2014, Trina Solar donated 44.5 kilowatts of photovoltaic modules to Switzerland's Thunersee senior high school. We held the installation opening ceremony on May 26th, fulfilling Trina Solar's promise to support energy buildings in 2012.



Case

Supporting Staff Training and Education on Photovoltaic Technology in Poland

According to the regulations of Poland's new energy law, photovoltaic system installation staff must acquire installation certificates for small-scale and micro-scale facilities. In 2014, Trina Solar cooperated with the photovoltaic training center of Warsaw University and Poland National Telecommunications Research Institute, and donated photovoltaic modules to the photovoltaic training center to support Poland with professional staff training on photovoltaic installation and technology.

The photovoltaic training center of Warsaw University provides the photovoltaic module installation and technology staff with complete and professional photovoltaic technology training: 5-days theoretical and actual operation courses, including photovoltaic design, installation, grid connection, photovoltaic system monitoring. It emphasizes introducing safety problems during the process of installation and operation. After finishing these training courses, the trainees can take the national test, and acquire certification which is valid throughout the European Union.



Volunteer Activities

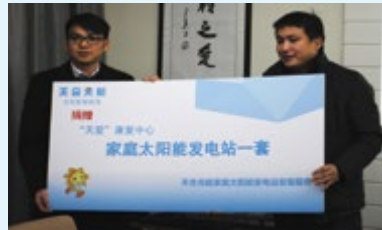
Trina Solar focuses on mutual development with local communities. We encourage staff to participate in volunteer activities, to care for China's "left-behind" and impoverished children, and to provide help and support for disadvantaged social groups when it is within our power. We also encourage actively participating in community services, participating in the projects in favor of environmental sustainable development, and inheriting the volunteer spirit of dedication, friendship, mutual help and progress.

Case

Brighten the Starry Sky with Love

They have bright eyes, but don't make eye contact with others; they have normal hearing, but they turn a deaf ear to those around them; they can speak without impediment, but they do not communicate with others; they may be thought to have learning difficulties, but they often show enhanced abilities in certain aspects...they are a group of special children—autistic children. Some people call them "star children"—they shine alone, as if in their own world, but still bring light to those around them.

On December 23rd, 2014, volunteers from Trina Solar Distributed Photovoltaic Generation and Application Business Unit(DBU) and Labour Union visited a group of these special children, bringing school supplies, daily necessities, medical supplies etc. to the 130 autistic children in Changzhou Tian'ai children's rehabilitation center. We also donated and installed a solar power station for the Tian'ai rehabilitation center to provide the children with heating. The volunteers talked to the children, taught them some crafts and played games with them, helping them to step out of their world.



Case

Philanthropic Educational Aid

On June 30th, 2014, volunteers from all departments of Trina Solar brought the true feelings and donations of all staff to meet with over 38 students receiving educational assistance from Changzhou Liyang Xuebu primary school and Hengjian primary school. They encouraged the children to be self-confident, self-reliant, self-improving and spend every day happily.



On October 23rd, 2014, Trina Solar volunteer representatives brought donations and school supplies of school bags and stationeries to 15 student representatives from impoverished families or with physical handicaps in Changzhou Xinqiao experimental primary school, helping them to relieve their family burdens.



Case

Caring for the Aged in Welfare House

On September 26th, 2014, volunteers from Trina Solar's Labour Union came to Dingwu Welfare House for the aged, in Changzhou city's Xinbei district. They brought daily necessities to the elderly residents with no families, helped to clean their rooms, chatted with them, and brought blessings for the double ninth festival (a Chinese holiday on which it is traditional to show care and respect for one's elderly relatives).



Thinking of the lengthening nights and the colder weather, volunteers proposed to donate winter clothes for the elderly at Dingwu Welfare House. The total donation of 230 winter coats, 89 pairs of trousers, 10 pairs of shoes was delivered to the elderly residents, together with love, warmth and help from all the staff.

Case

Volunteer Service Team

In 2013, we founded the Trina Solar volunteer service team. As a medium for philanthropic activities and selfless donations, this team fosters spirit of serving and contributing to our communities, actively promoting a healthy living style, and creating a community of sustainable development amongst our staff which also has the effect of making our operations more environmentally friendly. Volunteers usually use festivals, holidays, and their days off to participate in all kinds of public welfare activities organized by the Changzhou volunteer service team and the Changzhou volunteer league service team.

Spring Festival (Chinese New Year) is the most important traditional holiday in China. People working outside their hometown take what they have gained within the year, and start the journey back home to reunite with their family, full of expectations. On January 18th and 19th, 2014, Trina Solar volunteers went to the train station to provide Spring Festival transportation volunteer services for the out-of-towners returning home. They patiently answered passengers' questions, and assisted staff at the ticket inspection gate with helping passengers find the right place to board the train; they assisted with maintaining order at the security check, carried luggage for passengers who needed help, and even helped passengers to mend torn traveling bags. The volunteers were seen at the ticket office, ticket entrance, security check and elsewhere, bringing the warmth of Trina Solar volunteers to those returning home.



To enable stakeholders fully understand Trina Solar's social responsibility, Trina Solar's Social Responsibility Report 2014 discloses relevant information as the comprehensive disclosure plan based on the Sustainability Report Guidelines G4 issued by the Global Reporting Initiative (GRI).

Indicator Number	Description	Status	Report Section(s)	Page(s)	Explanatory Notes
Strategy and Analysis					
G4: 1-2	Statement from the most senior decision maker of the organization; Description of key impacts, risks, and opportunities.	●	• Message From the Leadership • Challenges and Opportunities	11	
Organizational Profile					
G4: 3-9	Name of the organization; Primary brands, products, and/or services; Location of headquarters; Nature of ownership; Markets served; Scale of organization.	●	• Company Profile	02	
G4: 10	Employee Classification Statistics.	●	• Protection of Employees' Rights	37	
G4: 11	Percentage of employees covered by collective bargaining agreements.	○			
G4: 12	Describe the organization's supply chain.	●	• Supplier Management	31	
G4: 13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	●	• Company Profile	02	
G4: 14	Report whether and how the precautionary approach or principle is addressed by the organization.	●	• Corporate Governance	05	
G4: 15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	●	• Guidelines and Policies • Green Sustainable Development • Solutions to Climate Change	07 17 19	
G4: 16	Memberships of associations (such as industry associations) and national or international advocacy organizations.	◐	• Challenges and Opportunities	11	
Identified Material Aspects and Boundaries					
G4: 17	List all entities included in the consolidated financial statements or equivalent documents. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	●	• About the Report		
G4: 18	Explain the process for defining the report content and the Aspect Boundaries. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	●	• About the Report		
G4: 19-21	List all the material Aspects identified in the process for defining report content.	●	• About the Report		
G4: 22	Report the effect of any restatements of information provided in previous reports and the reason for such restatement.	●	• About the Report		
G4: 23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	●	• About the Report		No significant change in previous reports
Participation of stakeholders					
G4: 24-27	Provide a list of stakeholder groups engaged by the organization; Report the basis for identification and selection of stakeholders; Approach to stakeholder engagement, including frequency of engagement by type; Report key topics and concerns that have been raised through stakeholder engagement and how the organization has responded to those key topics and concerns, including through its reporting.	●	• Communication with Stakeholders	09	
G4: 28-31	Reporting period; Date of most recent previous report; Reporting cycle; Contact point for questions regarding the report or its contents.	●	• About the Report		
G4: 32	Report the 'in accordance' option the organization has chosen. Report the reference to the External Assurance Report, if the report has been externally assured.	●	• About the Report		'In accordance' – Comprehensive
G4: 33	Report the organization's policy and current practice with regard to seeking external assurance for the report. Report the relationship between the report organization and the assurance provider. Report whether members of the highest governance body or senior managers participate in the seeking of assurance for the sustainable development report.	●	• About the Report		

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Indicator Number	Description	Status	Report Section(s)	Page(s)	Explanatory Notes
Governance					
G4: 34	Governance structure of the organization, including committees under the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	●	• Corporate Governance • Employees' Safety	05 44	
G4: 35-49	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics.	●	• Corporate Governance	05	
G4: 50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	◐	• Corporate Governance	05	
G4: 51	Report the remuneration policies for the highest governance body and senior executives. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	◐	• Corporate Governance	05	
G4: 52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	○			
G4: 53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	●	• Corporate Governance • Communication with Stakeholders	05 09	
G4: 54	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	◐	• Protection of Employees' Rights	37	
G4: 55	In every country with significant operation locations, the ratio between the gross annual income growth of the highest individual compensation and the average gross annual income growth of all other employees (not including the highest individual compensation) in the same country.	◐	• Protection of Employees' Rights	37	
Ethics and Integrity					
G4: 56-58	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics. Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines. Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	●	• Creation of Cultural Environment • Corporate Governance • Guidelines and Policies	03 05 07	
Economy (Report why the Aspect is material. Report the impacts that make this Aspect material. Report how the organization manages the material Aspect or its impacts. Report the evaluation of the management approach.)					
Indicator: Economic Performance					
G4: EC1	Direct economic value generated and distributed.	●	• Key Performance	13	
G4: EC2	Financial implications and risks and opportunities for the organization's activities due to climate change.	●	• Message From the Leadership • Solutions to Climate Change	19	
G4: EC3	Coverage of the organization's defined benefit plan obligations.	○			
G4: EC4	Financial assistance received from government.	○			
Aspect: Market Performance					
G4: EC5	Ratio of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	●	• Key Performance	13	
G4: EC6	Percentage of local senior managers at the significant operation locations.	●	• Protection of Employees' Rights • Recognition of Employees' Contribution	37 39	
Aspect: Indirect Economic Impacts					
G4: EC7	Development and impact of infrastructure investments and services supported.	●	• Education Support • Public Charities • Volunteer Activities	53 55 57	

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Indicator Number	Description	Status	Report Section(s)	Page(s)	Explanatory Notes
G4: EC8	Significant indirect economic impacts, including the extent of impacts.	●	• Challenges and Opportunities	11	
Aspect: Procurement Practices					
G4: EC9	Proportion of spending on local suppliers at significant locations of operation.	●	• Supplier Development	31	
Environment (Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.)					
Aspect: Materials					
G4: EN1	Materials used by weight or volume.	○			
G4: EN2	Percentage of materials used that are recycled input materials.	●	• Solutions to Climate Change	19	
Aspect: Energy					
G4: EN3–7	Internal and external energy consumption, energy consumption for energy intensity reduction, energy reduction for products and services.	●	• Solutions to Climate Change	19	
Aspect: Water Sources					
G4: EN8-10	Total water withdrawal by source. Water sources significantly affected by withdrawal of water. Percentage and total volume of water recycled and reused.	●	• Environment-friendly Operation	23	
Aspect: Biological Diversity					
G4: EN11	Operation land owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value.	●	• Biological Diversity Management	28	
G4: EN12	Description of significant impacts on activities, products, and services on biodiversity in protected areas and areas of high biodiversity value.	●	• Biological Diversity Management	28	
G4: EN13	Habitats protected or restored.	●	• Biological Diversity Management	28	
G4: EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	○			
Aspect: Air Emissions					
G4: EN15-19	Direct greenhouse gas (GHG) emissions (Scope 1); Energy indirect GHG emissions (Scope 2); Other indirect GHG emissions (Scope 3); GHG emissions intensity; Reduction of GHG emissions.	●	• Solutions to Climate Change	19	
G4: EN20	Emissions of ozone-depleting substances (ODS).	●	• Solutions to Climate Change	19	
G4: EN21	NOx, SOx, and other significant air emissions by weight.	○			
Aspect: Effluents and Waste					
G4: EN22	Total water discharge by quality and destination.	●	• Key Performance • Environment-friendly Operation	13 23	
G4: EN23	Total weight of waste by type and disposal method.	●	• Environment-friendly Operation	23	
G4: EN24	Total number and volume of significant spills.	○			No such incident
G4: EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	○			
G4: EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	○			
Aspect: Products and Services					
G4: EN27	Extent of impact mitigation of environmental impacts of products and services.	●	• Green Sustainable Development • Solutions to Climate Change • Environment-friendly Operation	17 19 23	
G4: EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	●	• Guidelines and Policies • Environment-friendly Operation	07 23	

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Indicator Number	Description	Status	Report Section(s)	Page(s)	Explanatory Notes
Aspect: Compliance					
G4: EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	○			
Aspect: Transport					
G4: EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	●	• Solutions to Climate Change	19	
Aspect: Overall Environmental Situation					
G4: EN31	Total environmental protection expenditures and investments by type.	●	• Key Performance	13	
Aspect: Supplier Environmental Assessment					
G4: EN32	Percentage of new suppliers that were screened using environmental criteria.	●	• Supplier Development	31	
G4: EN33	Significant practical and potential negative impacts in the supply chain on the environment, and actions taken.	●	• Supplier Management		
Aspect: Environmental Grievance Mechanism					
G4: EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	○			No such incident
Society (Report why the Aspect is material. Report the impacts that make this Aspect material. Report how the organization manages the material Aspect or its impacts. Report the evaluation of the management approach.)					
Aspect: Employment					
G4: LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	●	• Key Performance	13	
G4: LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	●	• Protection of Employees' Rights	37	
G4: LA3	Return to work and retention rates after parental leave, by gender.	○			
Aspect: Labor / Management Relations					
G4: LA4	Minimum notice period(s) regarding significant operational changes, including whether these are specified in collective agreements.	○			
Aspect: Occupational Health and Safety					
G4: LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	●	• Key Performance • Employees' Safety	13 44	
G4: LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	●	• Key Performance • Employees' Safety	13 44	
G4: LA7	Workers with high incidence or high risk of diseases related to their occupation.	●	• Care for Employees' Physical and Mental Health	43	
G4: LA8	Health and safety topics covered in formal agreements with labour unions.	●	• Employees' Safety • Work-life Balance	44 49	
Aspect: Training and Education					
G4: LA9	Average hours of training per year per employee by gender and by employee category.	●	• Creation of Cultural Environment	41	
G4: LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	●	• Creation of Cultural Environment	41	
G4: LA11	Percentage of employees receiving regular performance and career development reviews, by employee gender and category.	●	• Protection of Employees' Rights • Recognition of Employees' Contribution	37 39	
Aspect: Diversity and Equal Opportunities					
G4: LA12	Composition of governance bodies and breakdown of employees by category according to gender, age group, minority group membership, and other indicators of diversity.	●	• Key Performance	13	
Aspect: Equal Remuneration for Women and Men					
G4: LA13	Ratio of basic salary and remuneration of women to men by employee category and significant operation location.	●	• Protection of Employees' Rights	37	

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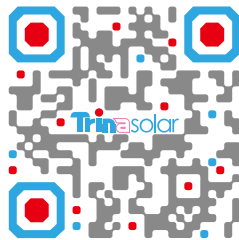
Indicator Number	Description	Status	Report Section(s)	Page(s)	Explanatory Notes
Aspect: Supplier Labor Practice Assessment					
G4: LA14	Percentage of new suppliers that were screened using labor practices criteria.	●	• Supplier Development	31	
G4: LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	●	• Supplier Management	31	
Aspect: Labor Practices Grievance Mechanisms					
G4: LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	○			No such incident
Human Rights (Report why the Aspect is material. Report the impacts that make this Aspect material. Report how the organization manages the material Aspect or its impacts. Report the evaluation of the management approach.)					
Aspect: Investment					
G4: HR1	Total number and Percentage of significant investment agreements and contacts that include human rights clauses or that underwent human rights screening.	○			
G4: HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	●	• Creation of Cultural Environment	41	
Aspect: Non-discrimination					
G4: HR3	Total number of incidents of discrimination and corrective actions taken.	●	• Protection of Employees' Rights	37	
Aspect: Freedom of Association and Collective Bargaining; Child labor, Forced or Compulsory labor					
G4: HR4-6	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights. Operations and suppliers identified as having significant risk for incidents of child labor, or forced or compulsory labor, and measures taken to contribute to the effective abolition of child labor.	●	• Supplier Management • Protection of Employees' Rights	31 37	
Aspect: Security Practices					
G4: HR7	Percentage of security personnel trained in the organization's human rights policies that are relevant to operations.	○			
Aspect: Indigenous Rights					
G4:HR8	Total number of incidents of violations involving rights of indigenous people and actions taken.	○			No such incident
Aspect: Assessment					
G4: HR9	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	○			
Aspect: Supplier Human Rights Evaluation					
G4: HR10	Percentage of new suppliers that were screened using human rights criteria.	●	• Supplier Development	31	
G4: HR11	Significant actual and potential negative human rights, impacts in the supply chain and actions taken.	●	• Supplier Management	31	
Aspect: Human Rights Grievance Mechanisms					
G4: HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	○			No such incident
Society (Report why the Aspect is material. Report the impacts that make this Aspect material. Report how the organization manages the material Aspect or its impacts. Report the evaluation of the management approach.)					
Aspect: Local Community					
G4: SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	●	• Education Support • Volunteer Activities	53 55	
G4: SO2	Operations with significant actual and potential negative impacts on local communities.	●	• Environment-friendly Operation • Volunteer Activities	23 55	
Aspect: Anti-corruption					
G4: SO3-4	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified; Communication and training on anti-corruption policies and procedures.	●	• Corporate Governance	13	

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G4: SO5	Confirmed incidents of corruption and actions taken.	○			
Aspect: Public Policies					
G4: SO6	Total value of political contributions by country and recipient/beneficiary.	○			
Aspect: Anti-competitive Behavior					
G4: SO7	Total number of legal actions for anti-competitive behavior, antitrust, and monopoly practices and their outcomes.	○			No such incident
Aspect: Compliance					
G4: SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	○			No such incident
Aspect: Supplier Assessments for Impacts on Society					
G4: SO9	Percentage of new suppliers that were screened using criteria for impacts on society.	●	• Supplier Development	31	
G4: SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.	●	• Supplier Management	31	
Aspect: Grievance Mechanisms for Impacts on Society					
G4: SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	○			No such incident
Product Responsibility (Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.)					
Aspect: Customer Health and Safety					
G4: PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	●	• Guidelines and Policies	07	
G4: PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	○			No such incident
Aspect: Product and Service Labeling					
G4: PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant products and services categories subject to such information requirements.	●	• Guidelines and Policies	07	
G4: PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	○			No such incident
G4: PR5	Results of surveys measuring customer satisfaction.	●	• Communication with Stakeholders	09	
Aspect: Marketing Communications					
G4: PR6	Sale of banned or disputed products.	○			
G4: PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	○			No such incident
Aspect: Customer Privacy					
G4: PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	○			
Aspect: Compliance					
G4: PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and the use of products and services.	○			No such incident

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