

## **Corporate Social Responsibility Code of Conduct of Trina Solar Supplier (Outline)**

Trina Solar Holdings Limited (hereinafter referred to as "Trina Solar") shoulders the mission of "Benefiting all mankind with solar energy". As a global leading photovoltaic smart energy overall solution provider, Trina Solar is committed to becoming a global leader in photovoltaic storage smart energy solutions, helping to transform the new power system and create a beautiful zero-carbon new world, providing behavioral guidance for suppliers to assume social and environmental responsibilities and follow business ethics, reduce the impact of operations on the environment, and actively contribute to society.

The Trina Solar Supplier Social Responsibility Code of Conduct (hereinafter referred to as the "CSR Code of Conduct") is formulated with reference to the Responsible Business Alliance Code of Conduct (RBA Code), international standards such as SA8000, ISO14001 and ISO45001, and in combination with Trina Solar's CSR requirements for suppliers. It is also an integral part of Trina Solar's Supplier CSR Agreement.

This CSR Code of Conduct outlines Trina Solar's expectations and requirements for suppliers in terms of labor protection, occupational health and safety, environmental protection, ethics, and social responsibility management systems. To ensure that suppliers conduct their business with high integrity and in a socially and environmentally responsible manner, all suppliers of Trina Solar shall comply with this CSR Code of Conduct. Trina Solar requires suppliers to comply with all applicable laws and regulations in the country/region where they are located in all their business activities as a prerequisite for cooperation with Trina Solar. Any violation of this CSR Code of Conduct may jeopardize the supplier's business relationship with Trina Solar, including termination of cooperation.

### **1. Labor**

Suppliers commit to respecting the human rights of employees and ensuring their dignity. This applies to direct and indirect suppliers, as well as all employees including temporary workers, migrant workers, student workers, contract workers, direct employees, and any other type of employee. It ensures compliance with applicable laws and regulations prohibiting forced labor, protecting minors, regulating working hours and wages, preventing discrimination, allowing freedom of association, and facilitating collective bargaining.

### **2. Health and Safety**

Suppliers should understand that in addition to helping reduce work-related injuries and illnesses, a safe and healthy work environment can also improve production. Suppliers should also understand that continuous employee input and education are essential to identifying and resolving health and safety issues in the workplace. Suppliers should ensure compliance with legal and regulatory requirements related to occupational health and safety, emergency preparation, and handling of work-related injuries and diseases.

### **3. Environment**

Suppliers should recognize that environmental responsibility is an integral part of producing world-class products in all business functions. Suppliers shall identify environmental impacts and minimize adverse impacts on communities, the environment and natural resources, while safeguarding public health and safety. Suppliers should obtain, maintain, and update all necessary environmental permits (e.g., emission monitoring), approval instruments, and registration certificates, and comply with their operational and reporting requirements; measures should be taken to prevent pollution and conserve resources; and hazardous substances and waste should be managed.

### **4. Ethics**

To fulfill social responsibility and establish a successful market position, suppliers and their agents should adhere to the highest ethical standards, including: Suppliers shall adopt a zero-tolerance policy prohibiting any and all forms of bribery, corruption, extortion and embezzlement. Suppliers shall comply with the ethical business commitments and Anti-corruption clause contained in the relevant agreement. Bribes and other forms of benefits offered to obtain an illegal or improper advantage must not be promised, offered, authorized, given or accepted. Supplier shall not sign an employment agreement with the Trina solar employees and their immediate family, establish an employment relation with the Trina solar employees and their immediate family, hire the Trina solar employees and their immediate family to work for them or employ the Trina solar employees and their immediate family as employees, advisors, directors or shareholders. Supplier shall not provide money or any kind of benefit to Trina solar employees for providing relevant business advice or services. Supplier shall fully disclose any circumstances that could reasonably be expected to give rise to a conflict of interest.

### **5. Management system**

Suppliers shall adopt or establish a management system whose scope is relevant to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws,

regulations, and customer requirements related to the supplier's operations and products; (b) conformity with this Code; and (c) identification and mitigation of business risks related to this Code. The system should also promote continuous improvement.

## 6. Reference Documents

The following standards were used in the preparation of this CSR Code of Conduct and may be a useful source of additional information. The following standards may or may not be recognized by individual suppliers. Dodd-Frank Wall Street Reform and Consumer Protection Act.

6.1 ILO International Labor Standards International Labor Organization (ILO) Code of Practice for Safety and Health [www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm](http://www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm)

6.2 ISO 14001 [www.iso.org](http://www.iso.org)

6.3 OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas <https://www.oecd.org/daf/inv/mne/>

6.4 United Nations Convention Against Corruption <https://www.unodc.org/unodc/en/treaties/CAC/>

6.5 United Nations Convention on the Rights of the Child <https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

6.6 United Nations Convention on the Elimination of All Forms of Discrimination Against Women <https://www.ohchr.org/EN/ProfessionalInterest/Pages/>

6.7 SA 8000 <https://sa-intl.org/programs/sa8000/>