



Trina Solar Global Human Rights Principles

天合光能全球人权原则

Doc. No.	Revision	Revision Date	Effective Date
TS-EHS-1003	00	2022/09/30	2022/11/03

Originator : EHS Department

Review and Approval

Department : EHS Department Date:2022/10/27

Department : Legal Department Date:2022/10/28

Department : HR Department Date:2022/11/03

Trina Solar Global Human Rights Principles

Our Commitments

Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. Trina Solar is committed to respecting global fundamental human rights in line with United Nations (UN) Guiding Principles on Business and Human Rights as well as the labor rights in terms of safety in the workplace, the right to fair pay, the workers' physical and mental integrity etc.

Trina Solar is committed to respecting internationally recognized human rights principles in our operations and throughout our value chain, including Universal Declaration of Human Rights, United Nations Global Compact (UNGC), ILO Declaration on Fundamental Principles and Rights at Work, Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the laws of the countries in which we operate. We are committed to incorporating these universal human rights principles into our strategies, policies and procedures, and establishing a culture of integrity, so as to set up a stage for our long-term success.

Trina Solar has established an integrated management system to manage human rights issues across our businesses. We are committed to maintaining and improving the management system to avoid any potential risks of human rights violations. We apply the following policies, regulations, and procedures to comply with the global human rights principles and to prevent any potential infringements of human rights resulting from our activities, products, or any activities in our supply chain:

- 1) Trina Solar Employee Handbook & Code of Conduct
- 2) Environment, Occupational Health & Safety (EHS) and Energy Management Policy
- 3) Product Stewardship Policy
- 4) Trina Solar Social Responsibility Management Regulation
- 5) Trina Solar Code of Business Conduct and Ethics
- 6) Supplier EHS Management Procedure
- 7) EHS Management System & CSR Internal Audit Management Procedure

Trina Solar regularly assesses human rights related risks and potential impacts. We conduct periodically review on the global human rights principles, and update our policies, regulations, and procedures accordingly, so as to drive for continuous improvement for human rights performance.

Our Principles

People are essential for the success of Trina Solar. Trina Solar is committed to providing a decent workplace for employees, suppliers, and other stakeholders. We believe in integrity and responsibility in our actions. We pledge to conduct our business in such ways that meet the universal requirements in the areas of Environment, Social and Governance (ESG) responsibilities. Trina Solar set ups the following global human rights principles to express its commitment to global human rights:

- 1) **Prevention of Human Trafficking, Forced Labor, and Child Labor:** Trina Solar will not use or tolerate the use of forced, debt bonded, indentured labor, involuntary prison labor, slavery, or human trafficking in its business or supply chain. We continuously keep vigilant in our commitment to safeguard workers' rights in global supply chain. We forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment. Also, Trina Solar will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform hazardous work.
- 2) **Working Hours and Minimum Wage Standards:** Trina Solar practices working hour system that is not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. Workers should not work longer than 6 consecutive days without at least one day off. Trina Solar pays employee compensation which meets, as minimum, or exceeds the requirements of applicable law, including those related to minimum wages, overtimes, and legally mandated benefits.
- 3) **Responsibility in Supply Chain:** As embodied in Trina Solar Code of Business Conduct and Ethic and Supplier

EHS Management Procedure, Trina Solar expects its suppliers to set up and maintain fair employment, environmental, health and safety, and ethics practices that meet or exceed all applicable laws and regulations. We have a good understanding of conflict minerals requirements and work diligently with suppliers to promote sustainable development by way of ethical sourcing. Trina Solar formulates formal conflict minerals management policy and requires all suppliers to sign and apply it into their product chains to avoid any kind of conflict minerals, and deliver the requirement to downstream suppliers.

- 4) **Environment Stewardship:** Trina Solar adopts a precautionary approach to the materials used in our products. We strive to conserve energy, water and other natural resources, and work to reduce the environmental impact of waste generation and emissions to air, water, and land. Our commitment to environmental stewardship is embodied in Trina Solar's Environment, Occupational Health & Safety (EHS) and Energy Management policy. Trina Solar continuously keeps vigilant in its commitment to safeguard environment stewardship in its global supply chain.
- 5) **Workplace Safety:** Health and workplace safety are the management's greatest concerns. Trina Solar is committed to providing a healthy and safety workplace for its employees, contractors, and communities. We seek to provide a secure business environment for the protection of our employees, products, materials, equipment, and information. We strive to comply with all applicable regulatory requirements as a minimum, and implement programs and processes to achieve greater protection, where appropriate.
- 6) **Product Liability:** Trina Solar engages in Photovoltaic (PV) products R&D, manufacturing, PV project development, smart micro-grid and integrated multi-energy system development and sales, as well as energy cloud platform operation. As the range of products and services we offer broadens and changes, we evaluate potential concerns about how technology products may be used to infringe on human rights. The challenges include environment health and safety (EHS) concerns that may arise from R&D, manufacturing, transportation, use and end-of-life product disposal. We have Product Stewardship Policy in place to ensure product safety and environmental protection throughout the product life span.
- 7) **Diversity and Nondiscrimination:** Trina Solar values diversity in our workforce, as well as in our customers, suppliers, and other stakeholders. We provide equal employment opportunity for all applicants and employees. We do not discriminate on the basis of race, color, religious creed, gender, national origin, age, physical or mental disability, marital status, pregnancy, or any other characteristic protected by local law, regulation or ordinance.
- 8) **Harassment Prohibition:** Trina Solar employees are required to treat co-workers, customers, and suppliers with dignity. Trina Solar is committed to providing a workplace free of harassment. We do not tolerate either harassment behavior or any other form of unethical business practice.
- 9) **Freedom of Association and Collective Bargaining:** Freedom of association is the right of workers to freely form and join workers' organizations such as labor union, and worker committee for the promotion and defence of occupational interests. Collective bargaining is the negotiation of wages and other conditions of employment by an organized body of employees. As outlined in Trina Solar Code of Conduct, Trina Solar respects those rights. We are committed to treating our employees with dignity and respect and striving to create an environment of open communication where employees can freely speak with their managers about their ideas, concerns or problems. We encourage our employees to share their ideas, concerns, or suggestions through an environment of cooperation and teamwork.
- 10) **Privacy and Freedom of Expression:** Privacy and freedom of expression are mutually reinforcing rights. As outlined in Trina Solar Code of Conduct, Trina Solar is committed to the right of privacy. We seek to protect against any unauthorized access, use, destruction, modification, or disclosure of company data information and personal information. Freedom of expression is fundamental to diverse cultural expression, creativity and innovation as well as the development of one's personality through self-expression. Trina Solar encourages employees to provide suggestions or opinions to help the company improve its management efficiency. Trina Solar setups grievance mechanism by providing various channels, including email, hotline, suggestion boxes, online platforms etc., to enable employees, suppliers and other external stakeholders to report any concerns in the workplace.

天合光能全球人权原则

我们的承诺

人权是所有人应享有的基本权利、自由和标准。天合光能承诺尊重人权，承诺为员工提供安全的工作环境、合理的薪酬，满足员工身心健康方面的需求。天合光能承诺在我们的运营和整个价值链中尊重国际公认的人权原则，包括《世界人权宣言》、《联合国全球契约(UNGC)》、国际劳工组织《关于工作中基本原则和权利宣言》、《经济合作与发展组织跨国企业准则》以及我们运营所在国家的法律。我们承诺将公认的人权原则融入我们的战略和政策中，建立诚信文化，为公司的可持续发展奠定基础。

天合光能建立了一套完善的管理体系，以有效地管理我们业务中的人权事宜。我们承诺维护和持续改进我们的管理体系，以避免侵犯人权的潜在风险。我们制定了以下政策和制度，以防范因我们的经营活动、产品或供应链而导致任何潜在的侵犯人权行为：

- 1) 天合光能员工手册
- 2) 环境、职业健康安全、能源管理方针
- 3) 产品监管政策
- 4) 天合光能股份有限公司社会责任管理规范
- 5) 天合光能公司商业行为和道德守则
- 6) 供应商 EHS 管理程序
- 7) EHS 管理体系和企业社会责任内部审核管理程序

天合光能定期评估与人权相关的风险和潜在影响。我们定期对全球人权原则进行回顾，并相应更新我们的政策、法规和制度，以推动人权状况的持续改进。

我们的原则

天合光能的持续成功离不开人才，天合光能致力于为员工、供应商和其他利益相关方提供优良的工作场所。我们承诺以诚信和负责任的方式开展我们的运营活动，以满足环境、社会和治理（ESG）责任领域的公认要求。天合光能制定了以下全球人权原则，以践行我们尊重人权的承诺：

- 1) **防止人口贩卖、强迫劳动和童工：**天合光能不会在我们的业务或供应链中使用或容忍使用强迫劳工、债务抵押劳工、契约劳工、非自愿监狱劳工、受奴役劳工或人口贩卖。我们时刻保持警惕，承诺保护全球供应链中员工的权益。我们在雇佣过程中禁止采用粗鲁或不人道的方式（如：体罚或体罚威胁）。天合光能承诺不会雇佣 16 岁以下的员工，并且规定 18 岁以下的员工不得从事危险作业。
- 2) **工作时间和最低工资标准：**天合光能尊重履行当地法律规定的最长工作时间要求，或最长工作时间每周不超过 60 小时，员工的连续工作时间不超过 6 天，即每周至少休息 1 天。天合光能承诺向员工支付的薪酬满足或超过当地的最低工资要求，包括加班时间和法定福利有关的法律要求。
- 3) **供应链责任：**如《天合光能商业行为和道德守则》以及《供应商 EHS 管理程序》所述，天合光能期望供应商建立和秉持公平就业、环境、健康和 safety 以及道德规范，以达到或超过所有适用的法律法规要求。我们高度关注冲突矿产，并与供应商共同合作，通过道德采购的方式促进可持续发展。天合光能制定了冲突矿产管理政策，并要求所有供应商签署正式协议，承诺其产品中不含冲突矿产，并将这一要求传达给下游供应商。
- 4) **环境管理：**天合光能谨慎使用我们产品中的原辅材料，努力节约能源、水和其他自然资源，并且努力减少废弃物及其排入空气、水以及土地造成的环境影响。天合光能《环境、职业健康安全和能源管理方针》体现了我们对环境的承诺，天合光能也承诺全球供应链中的环境保护管理。

- 5) **工作场所安全：**员工的职业健康和工作场所安全是管理层最关心的问题。天合光能致力于为员工、承包商和社区提供安全、健康的工作场所。天合光能致力于提供一个安全的商业环境，保护我们的员工、产品、材料、设备和信息。我们努力遵守所有适用的法规要求，并以更高标准要求自己。
- 6) **产品责任：**天合光能从事光伏产品的研发、制造、光伏电站的开发、智能微电网和综合多能源系统的开发和销售以及能源云平台的运营。随着我们提供的产品和服务范围的不断扩大和变化，我们评估产品用于侵犯人权的潜在可能性。这些挑战包括：因研发、制造、运输、使用和报废产品处置可能引起的环境健康和安全问题。我们制定了产品监管政策，以确保产品安全和环境保护贯穿整个产品生命周期。
- 7) **多元化和非歧视：**天合光能重视员工、客户、供应商和其他利益相关方的多元化。我们为所有求职者提供平等的就业机会。我们不会针对种族、肤色、宗教信仰、性别、国籍、年龄、身体或精神残疾、婚姻状况、怀孕或任何其他受当地法律、法规或条例保护的受保护的个人特征做出歧视性行为或发表歧视性言论。
- 8) **禁止骚扰：**天合光能员工必须尊重同事、客户和供应商。天合光能承诺构建一个没有骚扰的工作场所。我们不容忍骚扰行为或任何其他形式的道德商业行为。
- 9) **结社自由和集体谈判自由：**结社自由是员工自由组建和加入员工组织（如：工会）的权利。集体谈判是由雇员团体就工资和其他就业条件与公司进行的沟通和协商。正如天合光能行为准则所述，天合光能尊重这些权利。我们承诺尊重我们的员工，并努力创造一个开放式的沟通环境，鼓励员工与管理者自由地谈论自己的想法、顾虑或问题。我们鼓励员工相互沟通，分享他们的想法、顾虑或建议。
- 10) **隐私权和言论自由：**隐私权和言论自由是相辅相成的权利。正如天合光能行为准则中所述，天合光能承诺保护隐私权，我们力求防止任何未经授权的访问、使用、删除、修改或披露公司数据信息和个人信息。言论自由是多元文化的基础，对创新、革新以及个性的培养具有重要作用。天合光能鼓励员工提出建议或意见，帮助公司提高管理效率。天合光能建立了申诉机制，提供多种渠道，包括电子邮件、热线、意见箱、线上平台等，让员工、供应商和其他外部利益相关方报告工作场所中的任何事宜。