

正泰新能科技有限公司社会责任政策

Chint New Energy Technology Co., Ltd.

Social Responsibility Policy

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

Chint New Energy Technology Co., Ltd. (hereinafter as “the Company”) is committed to compliance with the SA8000 Standard, and a standard based on the United Nations’ Universal Declaration of Human Rights, the International Labour Organization (ILO) and other international human rights practices and social responsibility code of conducts, labor quota standard and Chinese laws, to respect and protect all the personnel under the control and influence of the Company, including the production and service staffs of the Company and its suppliers/subcontractors. It is the fundamental value of a responsible company, and also the expectation of all the stakeholders such as consumers, customers, the public and the government. The Company’s policy is the following:

1、公司自愿选择遵守SA8000、联合国人权宣言、国际劳工组织和其它国际人权惯例及社会责任行为守则，特别是“SA8000:2014标准”第二部分“规范性原则及其解释”中列示的相关指引；

1、 The Company is committed to compliance with the SA8000 Standard, the United Nations’ Universal Declaration of Human Rights, the International Labour Organization and other international human rights practices and social responsibility codes of conduct, especially the guidance listed in the "Part II Normative Elements and the Interpretation" of the "SA8000:2014 Standard".

¹ 详见：SA8000 国际标准 https://sa-intl.org/wp-content/uploads/2020/01/SA8000-2014_Chinese.pdf

² 劳动定额是指在正常的生产技术和生产组织条件下，为完成单位合格产品所规定的劳动消耗标准。本政策所指标准包括但不限于 GB/T23859-2009 劳动定额测试方法、劳力字[1992]14 号关于进一步加强劳动定额定员工作的通知。Labor quota standard refers to the standard of labor consumption to complete the per unit production under the normal production technology and conditions, including but not limited to labor quota testing methodology under GB/T23859-2009 and the Notice of Further Improving Labor Quota under LLZ [1992].

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

2、 The Company is committed to compliance with national and/or local laws and regulations.

To be responsible for the Company itself and for all the employees under the Company's control and influence, the Company protects the rights and interests of the employees in accordance with laws and regulations, and ensures that their basic living demands are guaranteed. The Company will continuously make efforts to improve working and living conditions and to ensure the health and safety of the employees.

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

3、 The Company establishes a series of policies and procedures to implement the SA8000 Standard and the laws and regulations, including the employees' individual rights, respect for personality, freedom of association, working hours, wages and benefits, health and safety, environmental protection, improvement of working conditions. The Company has established systematic internal rules to govern the Company's operation and management. The Company will continue to improve these internal rules.

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

4、The Company prohibits the use of child labor and forced labor (including any form of forced labor such as prison labor, indentured labor), and does not accept any supplier/subcontractor and sub-supplier who uses child labor or forced labor. The Company requires that all suppliers and business partners agree in writing to prohibit the practice of any form of forced labor in their supply chains and to fully cooperate with the Company's assessments of the potential forced labor indicators. In the event that the Company's supplier/subcontractor is alleged to have used any form of forced labor or fails to cooperate with an assessment or investigation into forced labor allegations, the Company will immediately terminate any agreement that it has entered into with that supplier/subcontractor and cancel all purchases concerned. The Company regularly assesses and audits its own supply chain and the supply chain of its supplier/subcontractor to ensure that forced labor does not exist at any stage of production process. To ensure that forced labor does not exist at any stage of production process, the Company will assess new suppliers on forced labor prior to any purchase, verify the production site of the Company itself and conduct on-site inspection and audit on the product site of new and existing suppliers. The Company will work with third-party auditors, government agencies and other responsible enforcement agencies to audit new and existing suppliers/subcontractors. The Company complies with all national and/or local labor laws and regulations regarding the minimum employment age, employment conditions and working conditions.

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

5、The Company respects the employees' freedom of choice of work, and prohibits any form of forced labor such as deposit payment, surrender of government-issued identification or payment of recruitment fees or other fees, to ensure that the employment is voluntary. The Company provides all the employees with a written employment agreement, and does not prohibit the employees from travelling or free movement.

6、公司为员工健康安全，不断努力改善条件，采取措施最大限度消除或降低危害，为员工提供一个安全的、良好的工作和生活环境：所有的车间、仓库、写字楼、员工宿舍等建筑物均符合所在国家或地方标准，通过建筑质量、消防、环保验收；各车间工序没有产生过量粉尘、噪声、水分、烟雾，造成高温，严重污染空气的作业；各工序均按国家

规定配置了安全保护设施，劳动保护用品；公司定期按照所在国家或地方相关规定进行三废排放检测、消防设施检测、防雷设施检测、员工饮用水进行检测等，以保证员工们的健康。任何将其他员工置于不安全的工作环境中的员工将被立即解雇。

6、The Company will continuously improve the working and living conditions for the health and safety of the employees, and take measures to eliminate or reduce hazards to the greatest extent in order to provide the employees with a safe and good working and living environment, including: all workshops, warehouses, office buildings, dormitories and other buildings shall meet the requirements of national standards, and satisfy the standards in terms of construction quality, fire protection and environmental protection; no excessive dust, noise, moisture and smoke that results in high temperature and serious air pollution is generated in any workshop and production process; each of production phase is equipped with safety protection facilities and labor protection products in accordance with national regulations; the Company regularly carries out waste water, exhaust gas, noise discharge testing, fire protection facilities testing, lightning protection facilities testing, employee drinking water testing in accordance with national regulations to ensure the health of the employees. Any of the Company's employee who subjects other employees to unsafe working conditions will be terminated immediately.

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

7、The Company promotes the cooperation between the employees and the management, protects the rights of the employees to form and join trade unions, and pays careful attention to the employees' concerns. The Company encourages the employees to express their concerns regarding the Company's policies and/or working conditions, and provides the employees with the opportunity for discussion.

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

8、The Company is committed to providing all the employees an equal and fair working and living environment without any intimidation, abuse, exploitation or sexual assault. No

employee shall be subject to any form of discrimination and insultation for any reason such as geographical origin. No employee shall be subject to any discrimination due to skin color, ethnicity, religion, gender, age, sexual orientation or disability in any of the labor practices including hiring, promotion, wage and work assignment.

9、公司对所有员工予以尊重与尊严，反对任何形式的肉体惩罚与精神或语言上的侮辱；任何对其他员工进行虐待的员工将被立即解雇。

9、The Company is committed to ensuring that all the employees are treated with dignity and respect. No employee shall be subject to physical, verbal or emotional abuse. Any of the Company's employee who subjects other employees to abusive working conditions will be terminated immediately.

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

10、The Company complies with all national and/or local labor laws and regulations governing regular and overtime working hours. The Company will arrange the production plans, working hours, rest and vacations in a timely and reasonable manner in accordance with laws and regulations.

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

11、The Company complies with all national and/or local labor laws and regulations governing regular and overtime wages. The Company will offer the employees a market-based and fair wage and remuneration in a timely fashion, at least to satisfy the basic living demands of the employess. The Company will ensure that the wages are paid once a month, unless national and/or local laws and regulations require otherwise a shorter period. The Company prohibits the practice of withholding wages as a disciplinary measure or for any other reason.

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

12、 The Company will provide the training of social responsibility management to all the employees and stakeholders, especially the employees responsible for supply chain and sourcing decisions. The trainings will be conducted for new employee upon recruitment and annually thereafter. Additional trainings will be conducted if the laws and regulations require the change of the Company's policy.

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

13、 The Company will provide sufficient opportunities and procedural safeguard to facilitate the employees to communicate with the Company. The employees or other stakeholders who become aware of the allegations and/or violations of this Policy shall immediately report to the Company's Complaint Management Committee.

The Company will immediately conduct an investigation into the reported allegation to determine any violation of this Policy. The Company will keep confidential the name and identification information of the reporting employee, and no employee will be subject to adverse employment decisions due to the reporting. The employees who knowingly violate this Policy will be terminated.

14、公司建立社会责任管理体系政策、程序与实施文件，设立相关的执行团队与监督机制，定期评审体系适宜性、有效性，采用有效的方法与形式影响利益相关方，持续改进，不断完善。

14、 The Company will establish social responsibility management policy, procedures and implementation documents, set up execution team and supervising mechanism, regularly review the suitability and effectiveness of the system, influence the stakeholders by effective means and in appropriate forms and improve the system continually.

15、公司将及时更新本政策。本政策的最新版本将发布在公司的网站上：

www.astro-energy.com

15、 The Company will update the Policy timely and publish the latest version on the website:

www.astro-energy.com.

16、本政策最新更新时间：2022年7月12日

16、 The Policy is last updated on July 12, 2022.
