



Trinasolar Co., Ltd

Global Human Rights Principles

Leading Dep.: Compliance management

Supportive Dep.: EHS、 Legal、 HR

Approval: EMT

Doc#: TSL-CM-012

Effective date: 2024-10-08

1. Purpose

Trinasolar regularly assesses human rights related risks and potential impacts. We conduct periodic reviews of the global human rights principles, and update our policies, regulations, and procedures accordingly, so as to drive for continuous improvement for human rights performance.

2. Scope

This policy, as part of our management framework, applies to Trinasolar and all of its wholly-owned and non-wholly-owned subsidiaries, as well as branches (hereinafter collectively referred to as the “Company”). We encourage our partners and other relevant parties to adhere to the principles embodied in this policy and to develop and implement similar policies.

3. Our commitments

Human rights are inherent to all people, regardless of nationality, sex, national or ethnic origin, color, religion, language or any other status. These rights range from the most fundamental, the right to life to those that make life worth living, such as the rights to food, education, work, and health. Trinasolar is committed to respecting human rights by ensuring a safe working environment, providing fair compensation, and addressing both the physical and mental well-being of our employees. We also respect the human rights of all our stakeholders—including employees, customers, suppliers, communities, and industry associations—by maintaining open and effective communication, and by responding to their concerns and needs. We pledge to uphold internationally recognized human rights principles throughout our operations and value chain, including Universal Declaration of Human Rights, United Nations Global Compact (UNGC), UN Guiding Principles on Business and Human Rights, International Bill of Human Rights, International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the 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.

Trinasolar has established an integrated management system to oversee human rights across its 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:

- Employee Handbook
- Environment, Occupational Health & Safety (EHS) and Energy Management Policy
- Product Stewardship Policy
- Code of Social Responsibility Management
- Code of Business Conduct and Ethics
- Supply Chain Due Diligence Manual and Supplier ESG commitment
- Conflict Minerals Management Policy
- EHS Management System & CSR Internal Audit Management Procedure
- Whistleblowing Policy

4. Our principles

People are essential for the success of Trinasolar. Trinasolar 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. Trinasolar set ups the following global human rights principles to express its commitment to global human rights:

- a) **Prevention of Human Trafficking, Forced Labor, and Child Labor:** Trinasolar 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 chains. We forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment. Also, Trinasolar will not employ children and has implemented measures to prevent its occurrence. We have established mechanisms for to address and remediate instances of child labor. Workers under the age of 18 are not permitted to perform hazardous work or engage in work that is unsuitable for their personal development and well-being.
- b) **Working Hours and Minimum Wage Standards:** Trinasolar 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. Trinasolar 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. Trinasolar is dedicated to enhancing employee benefits to meet their essential needs.
- c) **Responsibility in Supply Chain:** As embodied in Supply Chain Due Diligence Manual, Supplier ESG commitment and Conflict Minerals Management Policy, Trinasolar communicates these human rights principles to suppliers and their upstream partners through supply chain due diligence management. We require suppliers to set up and maintain fair employment, environmental, health and safety, and ethics practices that meet or exceed all applicable laws and regulations and to extend these requirements to their own upstream partners. We put a high priority on conflict minerals, implementing a traceability system for materials. In collaboration with our suppliers, we employ responsible sourcing practices to reject minerals that are mined through human rights abuses, environmental destruction, or violence, thereby promoting sustainable development.
- d) **Environment Stewardship:** Trinasolar 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 Trinasolar's Environment, Occupational Health & Safety (EHS) and Energy Management policy. Trinasolar continuously keeps vigilant in its commitment to safeguard environment stewardship in its global supply chain.
- e) **Workplace Safety:** Trinasolar is committed to providing a healthy and safe 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.

- f) **Product Liability:** Trinasolar engages in Photovoltaic (PV) products, PV systems and smart energy. As the range of products and services we offer broadens and changes, we evaluate potential concerns about how technology products may be used to violate 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 a Product Stewardship Policy in place to ensure product safety and environmental protection throughout the product life span.
- g) **Diversity and Nondiscrimination:** Trinasolar values diversity, equity and inclusion in our workforce, as well as in our customers, suppliers, and other stakeholders. We provide equal employment opportunity for all applicants and employees, adhering to the principle of equal pay for equal work. We do not discriminate on the basis of race, nationality, national origin, color, religious belief, gender, age, physical or mental disability, marital status, fertility status, political affiliation, sexual affiliation or any other characteristic protected by local law, regulation or ordinance.
- h) **Harassment and Abuse Prohibition:** Trinasolar employees are required to treat co-workers, customers, and suppliers with dignity. Trinasolar is committed to providing a workplace free of harassment and abuse. We do not tolerate either harassment behavior or any other forms of violence or abuse.
- i) **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 defense of occupational interests. Collective bargaining is the negotiation of wages and other conditions of employment by an organized body of employees. Trinasolar respects employees' rights to freely assemble, join unions, and engage in collective bargaining in accordance with local laws. 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.
- j) **Privacy and Freedom of Expression:** Privacy and freedom of expression are mutually reinforcing rights. Trinasolar 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. Trinasolar encourages employees to provide suggestions or opinions to help the company improve its management efficiency. Trinasolar sets up 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.

5. Grievances and Reporting

To gather and address concerns from all parties, Trinasolar has established a grievance and reporting mechanism. Employees, suppliers, business partners, customers, and other stakeholders can provide feedback or report incidents related to human rights violations or concerns through various channels, including phone,

email, and physical mail, either anonymously or with their identity disclosed. We will investigate these reports in accordance with our Reporting Management Policy and provide timely follow-up feedback. Additionally, we will ensure the confidentiality of the whistleblower's information to protect them from retaliation.

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6. Appendix

6.1 Revision record

Doc#	Version	Responsible Person/Dep.	Effective date	Description
TS-EHS-1003	V01	EHS	2022-09-30	New version release
TSL-CM-012	V02	Shenwei Tong/Compliance management	2024-10-08	Amendment

6.2 Validity period

This policy is drafted and will be explained and revised by Compliance management department. It is active in two years ever since it is published.

7. Attachment

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