

CSR Code of Conduct of Trina Solar Supplier

Trina Solar Supplier Corporate Social Responsibility Code of Conduct

Ver.1.2

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. Based on this, Trina Solar requires suppliers to comply with all applicable laws and regulations of the applicable international or country/region where they operate, and take this as a prerequisite for cooperation with Trina Solar. Trina Solar encourages suppliers to adopt internationally recognized industry standards and industry best practices to continuously improve Corporate Social Responsibility (hereinafter referred to as "CSR") management.

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. Trina Solar will evaluate suppliers' compliance with this CSR Code of Conduct from time to time and adjust their evaluation levels accordingly. Any violation of this CSR Code of Conduct may jeopardize the supplier's business relationship with Trina Solar, including termination of cooperation.

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1. Basic principles

1.1 Comply with laws and regulations

Comply with all applicable laws, regulations, government normative documents and regulatory requirements of the countries/regions in which they operate;

In business operations, we comply with applicable international conventions and practices (such as the International Labor Organisation's Declaration on Fundamental Principles and Rights at Work, the United Nations Covenant Principles, etc.).

1.2 Comply with the principles of honesty and business ethics

Commitment to implement the principle of trustworthiness at all times in all stages of co-operation, and to refrain from falsification and deception;

Avoid self-interested transactions or conflicts of interest, and refrain from engaging in any unethical or dishonest behaviors that are detrimental to Trina Solar's interests;

Follow business ethics and have the responsibility to conform their behaviour to social norms.

1.3 Comply with the agreement/contract with Trina Solar

Be familiar with, understand and comply with Trina Solar's various system requirements and contractual agreements related to suppliers, their products, product control, etc., including this CSR Code of Conduct;

In accordance with Trina Solar's requirements for suppliers, we will establish and continuously improve the procedures, systems and processes of its production and marketing supervision chain to achieve traceability of the entire process from raw materials to product delivery and ensure that all elements and links of the process comply with Trina Solar's procurement standards and requirements.

1.4 Compliance with other principles

Suppliers should be aware that their activities will have direct or indirect impacts on individuals, local economic and social development, and even human welfare. Therefore, suppliers should strive to build responsible social relations and invest and operate in a sustainable manner. They should respect the country and society where they are located and promote high-quality development of the local society through cultural and social initiatives.

2. Scope

This CSR Code of Conduct applies to suppliers who provide products and/or services to Trina Solar, as well as their employees, service workers, apprentices, foreign workers and all other personnel who provide labor or services to them.

3. Supplier system and certificate requirements

Suppliers shall have ISO14001, ISO45001 and ISO50001 certificates or plans to obtain certification, or have a viable environmental, health and safety and energy management system; or at least demonstrate clear and appropriate evidence of continuous environmental, health and safety and energy improvements.

4. Supplier Corporate Social Responsibility Code of Conduct

This CSR Code of Conduct consists of five parts: labor standards, health and safety, environmental protection, business ethics and management system.

4.1 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.

This includes temporary workers, migrant workers, student workers, contract workers, direct employees, and any other type of employee.

The labor standards are as follows:

4.1.1 Prohibition of forced labor

No form of forced labour is permitted, including but not limited to debt bondage (including bonded labour) or indentured labour, involuntary or exploitative prison labour, slavery or trafficking in persons. This includes transporting, harbouring, recruiting, transferring or receiving persons for labour or services by means of threat, force, coercion, abduction or fraud. There should be no unreasonable restrictions on employees' freedom of movement within the factory and access to places such as company-provided employee dormitories or living quarters, where applicable. As part of the employment process, all employees must be provided with a written employment agreement that includes a description of the terms and conditions of employment in the employee's native language or another language that the employee understands. Overseas migrant employees must receive an employment agreement before they leave their country/region of origin and the employment agreement may not be changed or altered after such employees arrive in the receiving country/region, except for changes to comply with local laws and to provide equal or better terms and conditions. All work shall be voluntary and employees shall be free to leave their employment or terminate their employment at any time without payment of any penalty if reasonable notice is given (which shall be specified in the employee's contract). The Supplier shall retain the relevant documentation for all employees who leave their employment. Employers, agents and sub-agents shall not possess or otherwise destroy, conceal or confiscate identity or immigration documents such as government-issued identification, passports or work permits. Notwithstanding the foregoing, employers may hold such documents if necessary to comply with local laws. In such cases, employees may not be denied access to their documents at any time. Employees are not required to pay recruitment or other related fees to the Employer's agents or sub-agents for their employment. If the Employee is found to have paid any such fee, such fee shall be refunded to the Employee.

4.1.2 Minor Employees

Child labour is not permitted at any stage of production. The term "child" means any person under the age of 15, or below the age of completion of compulsory schooling, or

below the minimum age for employment in that country/region, whichever is the oldest. Employees under the age of 18 (minor employees) shall not perform work, including night work and overtime work, that may endanger their health or safety. Suppliers shall ensure the proper management of student workers by maintaining proper student worker records, conducting rigorous due diligence on education partners that provide student workers, and protecting the rights of student workers in accordance with laws and regulations. Suppliers should implement appropriate mechanisms to verify the age of employees. Programs that comply with all laws and regulations and use legal workplace learning should be supported. Suppliers shall provide appropriate support and training to all student workers. Where not required by local law, student workers, trainees, and apprentices shall be paid at least as much as an entry-level employee performing the same or similar work. Where child labour is found, assistance/remedies should be provided.

4.1.3 Working hours

Working hours must not exceed the maximum hours prescribed by local law. In addition, weekly working hours (including overtime) must not exceed 60 hours, except in emergency or unusual circumstances. All overtime should be voluntary. Employees should have at least one day off every seven days.

4.1.4 Salary and Benefits

Employees shall be paid in accordance with all applicable wage laws, including those relating to minimum wages, overtime and statutory benefits. All employees shall receive equal pay for equal work and work of equal value. Suppliers shall pay employees for overtime at a rate higher than the regular hourly rate. Payroll deductions as a disciplinary measure are prohibited. Employees should be provided with a timely, clear and understandable payslip for each payroll cycle, which should contain sufficient information to account for the accuracy of remuneration for labour performed. The use of temporary, dispatched and outsourced labour should comply with local legal restrictions.

4.1.5 Non-discrimination/non-harassment/humane treatment

Suppliers shall commit themselves to providing a workplace free from harassment and unlawful discrimination. Employees shall not be subjected to harsh and inhumane behavior such as violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation or verbal abuse; nor shall they be threatened with any of these acts. The Company shall not discriminate against or harass employees in the recruitment and hiring process (e.g., wages, promotions, incentives, training opportunities, etc.) on the basis of race, colour,

age, sex, sexual orientation, gender identity or expression, ethnicity or national origin, physical or mental disability, pregnancy, religion, political affiliation, trade union membership, protected veteran status, protected genetic information, or marital status. Disciplinary policies and procedures that support these requirements should be clearly established and communicated to employees. Reasonable accommodations should be made for religious practices and physical and mental disabilities. In addition, employees or prospective employees should not be forced to undergo medical tests (including pregnancy or virginity tests) or medical examinations that may have a discriminatory purpose. This provision has been drafted in accordance with the Discrimination (Employment and Occupation) Convention (No. 111) of the International Labour Organisation (ILO).

4.1.6 Freedom of association and collective bargaining

Open communication and direct contact between employees and management is the most effective way to address workplace and pay issues. Employees and/or their representatives should be able to communicate openly with management about working conditions and management practices and express their views and concerns without fear of discrimination, retaliation, threats or harassment. Consistent with these principles, suppliers shall respect the rights of all employees to voluntarily form and join trade unions, to bargain collectively and assemble peacefully, and to refuse to participate in such activities. Where freedom of association and the right to collective bargaining are restricted by applicable laws and regulations, employees shall be permitted to elect and join other lawful forms of employee representative organisations.

4.2 . 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 and suppliers should also understand that continuous employee input and education are essential to identifying and resolving health and safety issues in the workplace.

The health and safety standards are as follows:

4.2.1 Occupational Health and Safety

A hierarchy of control measures should be used to identify, assess and minimise potential health and safety hazards (chemical, electrical and other energy, fire, vehicle and fall hazards, etc.) that employees may encounter. If the hazards cannot be effectively controlled by the above means, employees should be provided with appropriate, well-maintained personal protective equipment and educational material on the risks that may result from the above hazards. Gender-responsive measures shall be taken, such as

avoiding exposing pregnant and breastfeeding women to work environments that may be harmful to themselves or their children and providing reasonable accommodations for breastfeeding women.

4.2.2 Emergency Preparation

Potential emergencies and incidents should be identified and assessed, and their impact minimised through the implementation of emergency plans and response protocols, including emergency reporting, employee notification and evacuation protocols, employee training and drills. Emergency drills should be conducted at least annually, or as required by local law, whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, unobstructed exits, adequate egress facilities, contact information for emergency personnel, and recovery plans. Such plans and protocols should focus on minimizing damage to life, the environment and property.

4.2.3 Work-related injuries and diseases

Procedures and systems should be in place to prevent, manage, track and report workplace injuries and illnesses, including provisions for encouraging employees to report, classifying and documenting cases of workplace injuries and illnesses, providing necessary medical care, investigating cases and taking corrective action to eliminate the source of their incidents, and assisting employees to return to work. Suppliers should allow employees to evacuate themselves if they face imminent harm and not return until the situation is alleviated without fear of reprisal.

4.2.4 Industrial hygiene

Hazards to employees from chemical, biological and physical factors should be identified, assessed and controlled according to the level of control measures. When it is not possible to adequately control the hazards, employees shall be provided with, and have access to, appropriate, well-maintained personal protective equipment free of charge. Suppliers shall provide a safe and healthy working environment for their employees and shall maintain this environment through continuous and systematic monitoring of the health status of their employees and the working environment. Suppliers shall provide occupational health monitoring to regularly assess whether employees' health is impaired due to occupational exposure. Occupational health protection programs shall be ongoing and shall include risk education materials related to the hazards employees face in the workplace.

4.2. 5 Physically demanding jobs

The impact on employees of performing physically demanding work, including manual lifting/unloading of materials and repetitive lifting of heavy objects, prolonged standing, and highly repetitive or forceful assembly work, should be identified, assessed and controlled.

4.2.6 Mechanical safety protection

Production and other machinery should be assessed for safety hazards. Physical guards, interlocks and barriers should be fitted to machinery that may cause injury to employees and properly maintained.

4.2.7 Public hygiene, food and accommodation

Employees shall be provided with clean toilet facilities, potable water and hygienic food preparation, storage and eating facilities. Staff quarters provided by suppliers or labour agencies shall be kept clean and safe and provided with proper emergency exits, hot water for bathing, adequate lighting and good ventilation, individual safety lockers for storage of personal and valuables, and reasonable private space with easy access.

4.2.8 Health and safety communication

Suppliers shall provide appropriate workplace health and safety information and training to employees in their native language or another language that the employee understands on all identified workplace hazards to which they are exposed, including, but not limited to, mechanical, electrical, chemical, fire and physical hazards. Health and safety related information is clearly posted in plant areas or in places that are clearly identifiable and accessible to employees. Health information and training should include content that addresses the specific risks to the relevant population, such as gender and age (where applicable). Training should be provided to all employees before they start work and regularly after they start work. Employees should be encouraged to raise any health and safety concerns without fear of reprisal.

4.3 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 minimise adverse impacts on communities, the environment and natural resources, protect biodiversity, while safeguarding public health and safety.

The environmental standards are as follows:

4.3.1 Environmental permits and reports

All required environmental permits (e.g., emission monitoring), approval instruments and registration certificates should be obtained, maintained and renewed, and their operation and reporting requirements followed.

4.3.2 Pollution prevention and resource conservation

Emissions, releases of pollutants and the generation of waste should be minimised or eliminated at source or through increased pollution control equipment, improved production, maintenance and facility processes, or by other means. Natural resources, including water, fossil fuels, minerals and virgin forest timber, are used through improved production, maintenance and facility processes, the use of alternative materials, reuse, resource conservation, recycling or other means.

4.3.3 Hazardous substances

Chemicals, waste and other materials that pose a hazard to humans or the environment should be identified, labeled and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal. Hazardous waste data should be tracked and recorded.

4.3.4 Solid waste

Suppliers shall adopt a systematic approach to identify, manage, reduce, responsibly dispose of or recycle solid waste (non-hazardous waste). Waste data shall be tracked and recorded.

4.3.5 Waste gas emissions

Volatile organic chemicals, sprays, corrosive substances, suspended particulates, ozone-depleting substances and combustion by-products generated during operations shall be classified, routinely monitored, controlled and treated as required before discharge.

Substances that deplete the ozone layer shall be effectively managed in accordance with the Montreal Protocol and applicable regulations. Suppliers shall routinely monitor the operation of their atmospheric emission control systems.

4.3.6 Restricted substances

Suppliers shall comply with all applicable laws, regulations and customer requirements regarding the banning or restriction of certain specified substances in products and during the manufacturing process, including recycling and disposal symbols.

4.3.7 Water Source Management

Suppliers shall implement a water management plan that records, classifies and monitors water sources and their use and discharge; seeks opportunities to conserve water; and

controls pollution channels. All wastewater shall be classified, monitored, controlled and treated as required prior to discharge or disposal. Suppliers shall routinely monitor the operational status of their wastewater treatment and control systems to ensure optimal performance and regulatory compliance.

4.3.8 Energy consumption and greenhouse gas emissions

Suppliers shall establish and report on clear GHG reduction targets across the enterprise. Energy consumption and Scope 1, Scope 2, and Scope 3 GHG emissions for significant categories shall be tracked, documented, and publicly reported. Suppliers shall find ways to improve energy efficiency and minimise energy consumption and GHG emissions.

4.4 Ethics

To fulfill social responsibility and establish a successful market position, suppliers and their agents should adhere to the highest ethical standards, including:

4.4.1 Business Integrity

The highest standards of integrity shall be upheld in all business dealings. Suppliers shall adopt a zero-tolerance policy prohibiting any and all forms of bribery, money laundering, corruption, extortion and embezzlement. Suppliers shall be familiar with, understand and comply with Anti-Corruption Policy. Suppliers shall comply with the ethical business commitments and Anti-corruption clause contained in the relevant agreement.

4.4.2 No Undue Advantage

Bribes and other forms of benefits offered to obtain an illegal or improper advantage must not be promised, offered, authorized, given or accepted. Promising, offering, authorizing, giving or accepting anything of value, directly or through a third party, to obtain or retain business, to direct business to any individual, or to otherwise gain an improper advantage is prohibited. Monitoring, record keeping and enforcement procedures should be implemented to ensure compliance with anti-corruption laws.

4.4.3 No Conflict of Interest

Supplier shall not sign an employment agreement with the Trina solar employees and their immediate family, establish a 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.

4.4.4 Information Disclosure

All business dealings shall be transparent and accurately recorded in the supplier's business books and records. Information regarding the supplier's labor, health and safety, environmental practices, business activities, structure, financial situation and performance shall be disclosed in accordance with relevant regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain shall not be permitted.

4.4.5 Intellectual Property

Intellectual property rights should be respected. The transfer of technology or know-how should be conducted in a manner that protects intellectual property rights, and the information security of customers and suppliers should be protected.

4.4.6 Fair Trade, Advertising and Competition

Standards of fair trade, advertising and competition should be upheld.

4.4.7 Identity Protection and Non-retaliation

Unless prohibited by law, procedures shall be maintained to ensure protection for supplier and whistleblowers to ensure confidentiality and anonymity of their reports. Suppliers shall have a communication process in place so that their employees can raise any concerns without fear of retaliation.

4.4.8 Responsible Mineral Sourcing

Suppliers should adopt policies to conduct due diligence on the source and chain of custody of tantalum, tin, tungsten, gold and cobalt in the products they produce to provide reasonable assurance that their sources are consistent with the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, or an equivalent and recognized due diligence framework.

4.4.9 Privacy

Suppliers shall be committed to protecting the personal information of all persons with whom they do business (including suppliers, customers, consumers and employees) in a manner that meets the reasonable expectations of such relevant persons for the protection of their privacy. Suppliers shall comply with privacy and information security laws and regulatory requirements when collecting, storing, processing, transferring and sharing personal information.

4.5. 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. The management system should include the following elements:

4.5.1 Company Commitment

Suppliers should have a human rights, health and safety, environmental and ethics policy statement that confirms their commitment to due diligence and continuous improvement and is endorsed by executive management. The policy statement should be published and communicated to employees in a language they can understand and through channels accessible to all employees.

4.5.2 Management Accountability and Responsibility

Suppliers shall clearly identify senior executive management and company representatives responsible for ensuring implementation of the management system and associated programs. Senior Management

The status of the management system should be reviewed regularly.

4.5.3. Legal requirements and customer requirements

Suppliers shall adopt or establish processes to identify, monitor and understand applicable laws, regulations and customer requirements, including the requirements of this Code.

4.5.4 Risk assessment and risk management

Suppliers shall adopt or establish a process to identify legal compliance, environmental, health and safety and labor practices and ethics risks relevant to Supplier operations, including risks of significant human rights and environmental impacts. Suppliers shall determine the relative significance of each risk and implement appropriate procedural and physical controls to control identified risks and ensure regulatory compliance.

4.5.5 Improvement goals

Suppliers shall establish written performance objectives, targets and implementation plans to improve Supplier's social, environmental, health and safety performance (including regular evaluation of Supplier's performance in achieving these objectives).

4.5.6 Training

Suppliers shall develop management and employee training programs to implement Supplier' s policies, procedures and improvement objectives and meet applicable

Legal and Regulatory Requirements.

4.5.7 Communication

Suppliers should have processes in place to clearly and accurately communicate information about supplier policies, practices, expectations and performance to employees, suppliers and customers.

4.5.8 Worker/stakeholder involvement and access to redress

Suppliers shall establish a process for ongoing two-way communication with employees, their representatives, and other stakeholders as relevant or necessary. The process should be designed to obtain feedback on business practices and conditions covered by this Code and to facilitate continuous improvement. Suppliers shall provide a safe environment for employees to make complaints and provide feedback without fear of retaliation.

4.5.9 Audit and Evaluation

Suppliers should conduct regular self-assessments to ensure compliance with legal and regulatory requirements related to social and environmental responsibility, the requirements of the contents of this Code, and customer contractual requirements.

4.5.10 Corrective Action Process

Suppliers shall have in place a process for timely correcting deficiencies identified through internal or external assessments, inspections, investigations and reviews.

4.5.11 Documents and records

Suppliers shall create and maintain documentation and records to ensure regulatory compliance and adherence to Company requirements and to comply with relevant confidentiality provisions to protect privacy.

4.5.12 Supplier Responsibilities

Suppliers shall establish a process to communicate the requirements of this Code to suppliers and monitor their compliance with this Code.

5. Language and interpretation

This CSR Code of Conduct is written in Chinese and English. In case of any inconsistency between the Chinese and English versions, the Chinese version shall prevail.

In case of any ambiguity regarding the relevant provisions of this CSR Code of Conduct, Trina Solar shall be responsible for interpretation.

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 Organisation (ILO) Code of Practice for Safety and Health

www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm

6.2 ISO 14001 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/>

7. Revision record

Doc#	Version	Responsible Person/Dep.	Effective date	Description
TSC-SCM-002	V01	Supply chain strategy	2024-09-30	/