



Upsolar Code of Compliance

Upsolar 合规建设准则

1. 加强合规建设，推动企业CSR工作

Improve Upsolar's compliance structure and CSR process.

CSR是企业社会责任（Corporate Social Responsibility）的简称。企业的社会责任与社会的和谐发展息息相关，企业在追求经济利益的同时，意识到其发展与人、社区以及环境密不可分的关系，为这些利益相关者的生活质量提高而努力，属于企业可持续发展的一种承诺。

CSR stands for Corporate Social Responsibility. A CSR policy outlines a company's commitment to sustainable growth and business activities that promote stakeholders' quality of life. CSR acknowledges the close relationship between companies, communities, and the environment.

2. Upsolar企业社会责任承诺:

Upsolar's commitment to CSR:

作为世界上领先的太阳能电池板供应商，Upsolar一直非常重视产品的环境影响。我们相信太阳能电池板可以长期为世界各地提供清洁能源，为此我们承诺将在可持续发展的基础上严格贯彻各项环境标准。

As a leading international provider of PV modules, Upsolar takes the environmental impact of its products seriously. We strongly believe in PV's long-term potential to bring clean power to the world, and are committed to holding ourselves to stringent environmental standards in order to support responsible growth.

在Upsolar的历史中，我们一直坚持向消费者提供安全、高质量的，以及对环境负责的产品。2011年，Upsolar与法国必维检验集团合作，共同对太阳能电池板进行了全生命周期分析-这是针对中国制造的太阳能电池板的环境影响分析报告。Upsolar在2012年分析结束后公布了主要结果。从那以后，公司每次的碳足迹分析报告都能够取得示范性成果，巩固了犹太在太阳能行业中坚持抑制温室气体排放的领导地位。同时，Upsolar也很荣幸能够与商业伙伴一起，为贫困地区人民的生活水平提高做出贡献。这种合作关系对太阳能行业走向成熟和健康尤为重要。

Throughout our history, we have emphasized delivering safe, high quality and environmentally responsible solar modules to our clients. In 2011, Upsolar worked with Bureau VERITAS to conduct a Life Cycle Assessment –the first China-based PV manufacturer to do so—and in 2012 we made the results of our study public. Since then, the company has conducted carbon footprint analyses on a regular basis, achieving exemplary results each time and placing us firmly among the industry leaders in terms of curbing our greenhouse gas emissions. We also pride ourselves on collaborating with partners that work to increase the health and wellness of people in rural areas. These types of partnerships are essential for developing a mature, robust solar industry.

太阳能产业在过去一段时间内迅速发展。2014 年新增的太阳能装机量达到了40GW。至今为止，全球的装机总量更是将近200GW。这种发展即使在十年前都是很难得的。为了能继续保持这种上升势头，行业高标准管理手段的采取非常重要。

The solar industry has experienced rapid growth over the past few years, with new solar module installations reaching 40 GW in 2014. Today, there are nearly 200 GW of solar installed worldwide. Even 10 years ago, the industry would not have been able to fathom this level of growth, and in order to maintain growth responsibly the industry must hold itself to high standards of operations.

基于Upsolar对CSR的认识，Upsolar同样建议商业伙伴从战略角度重视CSR以及企业合规建设工作，建立相关管理制度，执行和持续改进企业相关条例，以增强企业的可持续发展能力以及竞争性。

Based on the importance of CSR, Upsolar suggests that our business partners strategically implement CSR and actively comply with it. We can enhance our ability to develop sustainably while remaining competitive by building CSR management systems and continuously improving related regulations.

1) 员工 Employees

重视员工职业健康与安全，保证员工的劳动环境的安全性；

Employees' occupational health and security is of the utmost importance, as is guaranteeing the safety of the working environment.

保证员工的生命健康受到尊重，积极落实健康检查与休假权益；

It is imperative to respect employees' health, provide required physical examinations, and ensure employees have the right to holidays;

建立有毒有害有危险的人员清单，定期对员工进行健康安全培训，以及免费常规体检；

Keep a detailed a list of the positions that are poisonous, harmful or dangerous, regularly conduct health and safety training, and provide free physical examination for employees;

保存工伤记录，积极研究改进措施，特种工作持证上岗，危险工作加强预防保护设施建设；保证劳动强度在法律允许范围内；

Keep records of work-related injuries to actively study improvement measures, require relevant certifications, and improve prevention and protection facilities for certain dangerous positions. Additionally, employers must guarantee that the intensity of labor is within the confines of the law.

要求各供应商依法保障员工各项权利得到维护，并为员工提供有效的建议、投诉渠道；

反对使用童工，依法律规定处理未成年工使用情况。

Employers must guarantee each employee's individual rights in accordance with the law, and ensure effective channels for employee suggestions and complaints.

Upsolar is firmly against using child labor, and deals with under-aged workers according to the law.

2) 产品 Products

Upsolar及其下属各机构严格遵守各国有关产品环境影响的规章制度，积极进行产品环境影响核查，并酌情在网站等向公众公布；

Upsolar and each of its regional branches strictly comply with each country's rules and regulations concerning the environmental impact of our products. We ensure that our products are in compliance with these regulations, and we release information to the public through the appropriate channels.

Upsolar会在今后的产品采购中，将产品能耗作为衡量产品质量的方面之一，认真审核供应商提供的产品环境影响的材料，积极以实际行动鼓励供应商在物料消耗，包装及运作中采用环境友好型的技术和方法。

Energy consumption is one of the metrics Upsolar uses to measure product quality for its future purchase agreements. Upsolar reviews a product's environmental impact and actively encourages suppliers to adopt environmentally friendly technologies and manufacturing practices, including material consumption, packaging and operations.

严格删选供应商及原材料提供者，对产品的原材料认真调查严格删选；坚决反对不利环境影响高的原材料及供应商；为供应商提供必要的援助，以降低产品的环境影响；

Upsolar thoroughly evaluates its suppliers, raw materials, and raw materials providers. We stand up against suppliers and raw materials providers that seriously impact the environment, and we offer the necessary support to our suppliers to minimize this impact.

坚决反对在环境保护区、生态敏感区进行可导致不利环境影响的生产作业；

Upsolar opposes production operations in protected and ecologically sensitive regions.

3) 社区和社会 Community and Society

Upsolar将在条件允许的情况下积极开展节能减排活动，尽可能的提供支持帮助，与各供应商一同创新与研发，降低产品的环境影响；

Under the permitted table conditions, Upsolar will actively carry out energy conservation and emissions reduction activities, while offering all possible support and assistance to innovation and R&D suppliers to reduce their environmental impact;

Upsolar将在生产活动发生的地区，结合实际情况，开展一定的公益活动；以积极配合地区建设为主要方法，切实履行企业社会责任；

Upsolar will put its CSR policy to action through community service activities in our production regions. These activities will correspond to the regions' actual situations and needs, and will be completed in a socially responsible manner.

积极配合地方政府，解决当地劳动力、失业人员、刑满释放人员等特殊人员的就业问题。

Upsolar is actively working with local governments to solve employment issues for local labor forces, the unemployed, and special interest groups.

3. Upsolar商业合规建设的承诺:

Upsolar's commitment to commercial compliance:

Upsolar正式承诺将严格执行企业的合规建设，注意企业在商业活动中的行为规范，珍惜企业声誉；在年度企业可持续发展报告中公布企业发展规划及战略重点；

We value our corporate reputation and are committed to complying with the law. We pay special attention to our behavior in commercial activities. Upsolar publicly announces its annual development program and strategic focus in its sustainable development report.

支持各地区各级政府机构的规定，反对不正当竞争以及腐败问题；积极配合有关企业合规建设的活动，以及相关的学术论坛。

Upsolar supports regulations in each region in which it works, while standing against illicit competition and corruption. We support the efforts to comply with these regulations and related academic forums.

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CSER

Corporate Social Environmental Responsibility