



# CSR Requirements from Upsolar to Suppliers

## Upsolar对供应商的CSR要求

### 1. CSR的含义及重要性

#### The significance and meaning of CSR

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对CSR的态度

#### Upsolar's position on CSR

Upsolar作为一个跨国的集团公司，一直将可持续发展作为企业发展的重要部分之一。在企业发展的同时，为全社会高质量的生活水平做出贡献，也是Upsolar的奋斗目标之一。Upsolar坚信企业的发展，与社会的健康是相互促进的。

As a multinational corporation, Upsolar recognizes the critical importance of addressing sustainable development. The company challenges itself to act in socially responsible ways while continuing to support company growth. We strongly believe that company development and social responsibility can exist harmoniously and in co-beneficial ways.

### 3. Upsolar供应商需承诺：

#### Upsolar's expectations for its suppliers

##### 1) Upsolar 严禁使用童工与未成年工保护制度

##### Upsolar's expectations for its suppliers

Upsolar反对以任何形式使用童工、以及违反法律规定使用未成年工的行为。

Upsolar firmly opposes child labor in any form, and never employs children, as in accordance with the law.

Upsolar供应商一发现有类似情况，合作关系降为暂缓状态，并建议其限期整改，情节严重的将取消合作。

If we were to find that one of our suppliers employs child labor, Upsolar would immediately suspend the relationship, mandating that the supplier rectify the situation within a limited time frame. If the situation were serious, Upsolar would immediately terminate the relationship.

Upsolar对供应商预防招聘童工的建议：

Upsolar's advice to suppliers on avoiding child labor:

包括但不限于验证身份证，加强面试与调查等；

This includes but is not limited to verifying identity cards and improving the interview and investigation process

Upsolar对供应商使用未成年工的建议：

Upsolar's advice to suppliers on employing underage workers:

包括但不限于严格执行国家的有关法律法规，制定未成年工保护与管理制度，确保未成年工的基本权利和人身安全，禁止其过度加班、夜班、以及在有毒有害岗位工作。

This includes but is not limited to: strictly complying with national laws and regulations; developing a protection and management system for underage workers to ensure their fundamental rights and personal safety; prohibiting excessive overtime, night shifts and working in poisonous or harmful environments.

## 2) 加强消防安全管理

### Strengthen fire safety management

Upsolar要求各供应商认真建立和落实消防安全和管理工作，依法定期进行安全排查，保留检查记录。

Suppliers should implement fire safety and management, conduct safety checks on a regular basis, and keep inspection records in accordance with fire safety regulations

Upsolar对供应商确保消防安全的建议：

Upsolar's advice to suppliers on ensuring fire safety:

包括但不限于，完善各厂区、办公楼、食堂、仓库等重点区域的消防合格证、消防设施与器材、逃生通道示意图、应急照明指示设备等，并保证配置合理，通道畅通。

This includes but is not limited to: improving fire certifications, fire escape routes, fire-fighting facilities and equipment; implementing emergency lighting in strategic areas of the factory, office building, and warehouse.

加强消防知识的培训与宣传。

Improve fire safety training and education.

### 3) 重视员工职业健康与安全

#### Importance of employees' occupational health and safety

Upsolar要求各供应商依法建立健康与安全管理制度，保证员工的健康与安全得到必要保护。

To ensure the health and safety of employees, suppliers should establish a health and safety management system in accordance with the law.

Upsolar对供应商职业健康与安全工作的建议：

Upsolar's advice to suppliers on occupational health and safety operations:

包括但不限于，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；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范围内。

This includes but is not limited to: developing a list of employees whose positions expose them to poisonous, harmful, or dangerous environments; offering regular health and safety training and free check-ups; keeping records of work-related injuries to actively study improvement measures; requiring relevant certifications; improving prevention and protection facilities for certain dangerous positions. Additionally, suppliers must guarantee that the intensity of labor is within the confines of the law.

### 4) 保证危险化学品安全，达到REACH要求

#### Ensure the safe use of dangerous chemicals to meet the requirements of REACH

Upsolar要求各供应商按照法律规定进行危险化学品的管理，并达到REACH要求。特别是对于光伏产业中常用的有毒有害有危险的化学品，要严格遵守法律以及行业的规范。

In order to meet the requirements of REACH, suppliers should manage dangerous chemicals in accordance with all relevant laws. It is especially important to comply with national laws and industry standards for poisonous, harmful, or dangerous chemicals commonly found in the PV industry.

Upsolar对供应商危险化学品安全管理的建议：

Upsolar's advice to suppliers on the safe management of dangerous chemicals:

包括但不限于，建立健全危险化学品清单，确保分类管理，严格遵守存储条件；对使用人员进行培训，完善必要的应急设备；提供相关文件以支持使用。

This includes but is not limited to: establishing a comprehensive list of dangerous chemicals to ensure classified management and strict compliance with proper storing conditions; conducting training for relevant employees; improving necessary emergency devices; supplying relevant documents.

## 5) 保障员工权利和福利

### Guarantee the rights and welfare of employees

Upsolar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。

Suppliers must guarantee each employee's individual right in accordance with the law, and offer effective channels for employee suggestions and complaints.

Upsolar对供应商员工权利和福利保障的建议：

Upsolar's advice to suppliers on ensuring employees' welfare and upholding employees' rights:

包括但不限于：依法签订劳动合同；保证员工的住宿、饮食安全，并达到国家规定的标准；保证员工在厂区的人身与财产安全；建立有效的员工建议与投诉渠道。

This includes but is not limited to: signing labor contracts that are in accordance with the law; ensuring proper accommodation and diet to meet state standards; ensuring personal safety and security of property in the factory; establishing effective channels for employee suggestions and complaints.

## 6) 积极推进生产环节的节能减排

### Actively promote energy conservation and emissions reductions in the production process.

Upsolar建议各供应商在条件允许的情况下积极开展节能减排活动，Upsolar愿意尽可能的提供支持与帮助，与各位供应商一同创新与研发，降低产品的环境影响。

Suppliers should actively promote energy conservation and emissions reductions through the permitted table conditions. Upsolar is willing to offer support and assistance to suppliers to help them reduce their environmental impact.

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.

Upsolar对供应商CSR的建议：

Upsolar's advice to suppliers on CSR:

基于Upsolar对CSR的认识，Upsolar同样建议各供应商从战略角度重视CSR工作，建立CSR管理制度，执行和持续改进CSR工作，以确保CSR低风险，无负面影响，以增强企业的可持续发展能力以及竞争性。

Upsolar advises suppliers to incorporate CSR into their strategic plans, establishing CSR management systems, consistently improving CSR to ensure low risks and no negative impacts, and strengthening sustainable development alongside corporate improvement.

Upsolar承诺，将在CSR的有关方面积极帮助各供应商。

Upsolar promises to actively help each supplier in its CSR goals.

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