



# CSR Requirements from Upsolar to Suppliers

## 1. The significance and meaning of CSR

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's position on CSR

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's expectations for its suppliers

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

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

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's advice to suppliers on avoiding child labor:

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

Upsolar's advice to suppliers on employing underage workers:

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) Strengthen fire safety management

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's advice to suppliers on ensuring fire safety:

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.

Improve fire safety training and education.

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

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

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

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

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

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) Guarantee the rights and welfare of employees

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

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

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

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.

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's advice to suppliers on CSR:

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 promises to actively help each supplier in its CSR goals.

Upsolar reserves the final interpretation of this file. To learn more, please visit [www.upsolar.com](http://www.upsolar.com)

If you have any questions, please contact [cser@upsolar.com](mailto:cser@upsolar.com)



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