

供应商行为准则

Supplier Code of Conduct

为了保持公司良好的社会责任声誉，应积极采取行动履行社会责任和保护环境的义务，本准则描述了社会责任和环境健康安全方面的管理规定，适用于东方日升新能源股份有限公司所有供应商。

In order to maintain the company's good reputation of social responsibility, it should actively take action to fulfill the obligations of social responsibility and protection of the environment, and this Code describes the management regulations on social responsibility and environmental health and safety, which applies to all suppliers of Risen Energy Co., Ltd.

供应商及合作伙伴必须承担相应的社会责任和环境责任，确保遵守社会责任要求和环境要求，在创造更大的效益的同时提升企业的社会责任形象，为社会做出贡献。

Suppliers and partners must assume the corresponding social and environmental responsibility, ensure compliance with social responsibility requirements and environmental requirements, create greater benefits while enhancing the corporate social responsibility image and contribute to society.

遵守供应商行为准则是我们选择供应商的基准，我们鼓励供应商达到更高要求。

Adherence to the Supplier Code of Conduct is the benchmark for selecting our suppliers, and we encourage them to meet higher requirements.

一、守法经营 Law-abiding operations

1. 供应商应遵守国家及当地的法律法规及适用的要求，以及国际规范和人权标准要求。

Suppliers shall comply with national and local laws and regulations and applicable requirements, as well as international norms and human rights standards.

2. 供应商应同样地对其下级供应商施加影响，促使其履行应尽的社会责任和环境责任。

Suppliers shall similarly influence their subordinate suppliers to fulfill their due social and environmental responsibilities.

二、禁止童工及保护未成年工 Prohibit child labor and protect underage workers

1.坚决杜绝以任何形式雇佣童工。供应商雇用已满 16 岁未满 18 岁的员工时，应确保其工作环境和工作时间符合国家或当地法律规定。

Resolutely put an end to all forms of child Labour. When employing employees under the age of 16 and under the age of 18, suppliers shall ensure that their working conditions and working hours comply with national or local laws.

2.供应商应遵守有关最低工作年龄的法律法规，禁止违反当地有关最低工作年龄以及强制受教育年龄的规定而雇用包括学徒或技校生在内的任何年龄的员工。

Suppliers shall comply with laws and regulations concerning the minimum working age and are prohibited from employing employees of any age, including apprentices or technical school students, in violation of local regulations concerning the minimum working age and the mandatory age of education.

三、薪酬福利 Compensation and benefits

1.供应商应保证在一标准工作周内所付工资至少达到法定或行业最低工资标准并能满足员工基本需要，以及提供一些可随意支配的收入。

Suppliers should ensure that wages paid in a standard working week are at least the statutory or industry minimum wage and meet the basic needs of employees, as well as providing some discretionary income.

2.供应商应按法律的要求足额支付加班费及奖金。

Suppliers shall pay overtime and bonuses in full as required by law.

3. 供应商应保证工资、待遇与所有适用法律完全相符。工资、待遇应用现金或支票，以方便员工的形式支付所有法律规定的员工福利，不得非法扣除和减少。

Vendor shall ensure that wages and salaries are in full compliance with all applicable laws. Wages and salaries shall be paid in cash or by check in a form convenient to the employee to cover all legally required employee benefits without unlawful deductions or reductions.

4. 供应商应以口头或书面形式与所有员工沟通其在适用法律及在该工作场所有权所获得的工资、奖励、福利和奖金等相关内容。

Vendor shall communicate verbally or in writing with all employees regarding the wages, incentives, benefits and bonuses they receive under applicable law and ownership of the workplace.

四、平等不歧视待遇 Equal and non-discriminatory treatment

1. 供应商不能干涉员工行使遵奉信仰和风俗的权利，和满足涉及种族、社会阶层、国籍、宗教、残疾、性别、性取向、工会会员和政治从属需要的权利。所有员工应受到尊重和尊严待遇。

Suppliers must not interfere with the exercise of employees' rights to observe beliefs and customs and to satisfy needs relating to race, social class, nationality, religion, disability, gender, sexual orientation, trade union membership and political affiliation. All employees should be treated with respect and dignity.

2. 供应商在涉及聘用、报酬、培训机会、升迁、解职或退休等事项上，公司不得从事或支持基于种族、社会等级、国籍、宗教、身体残疾、性别、性取向、工会会员、政治归属或年龄之上的歧视。

The Company shall not engage in or support discrimination on the basis of race, social class, national origin, religion, physical disability, gender, sexual orientation, union membership, political affiliation, or age in matters involving hiring, compensation, training opportunities, promotion, termination, or retirement.

3. 供应商应保证工作场所不得出现基于种族、年龄、性别、阶层、政治立场、宗教、婚姻状况、性取向、残疾、怀孕，或其它与工作能力无关的歧视。

Suppliers shall ensure that the workplace does not discriminate on the basis of race, age, gender, class, political affiliation, religion, marital status, sexual orientation, disability, pregnancy, or any other basis unrelated to ability to perform the work.

4. 供应商应遵守国家、当地政府及国际标准关于骚扰和虐待的适用法律。

Suppliers shall comply with applicable national, local government and international standard laws on harassment and abuse.

五. 自由结社、申诉权力 供应商应尊重员工组建、加入行业组织工会，并拥有在适用法律下，以和平、合法方式集体谈判的权利。

Freedom of Association, Grievance Rights Suppliers shall respect the right of employees to form and join trade organization unions and have the right to bargain collectively in a peaceful and lawful manner under applicable law.

1. 供应商应遵守所有有关结社自由及集体谈判的适用法律。

Suppliers shall comply with all applicable laws regarding freedom of association and collective bargaining.

2. 供应商不得在员工自由结社或集体谈判时加以骚扰、恐吓或报复。

Suppliers shall not harass, intimidate, or retaliate against employees in the context of free association or collective bargaining.

3. 供应商应为员工的申诉采取保密措施。

Suppliers shall maintain the confidentiality of employee grievances.

六、环境、健康与安全 Environment, health and safety

1. 供应商应遵守国家或地方适用的环境、健康安全法律法规。

Suppliers shall comply with applicable national or local environmental, health and safety laws and regulations.

2. 供应商应不断努力提高环境健康安全绩效。

Suppliers should continually strive to improve EHS performance.

3. 供应商出于对普遍行业危险和任何具体危险的了解，应提供一个安全、健康的工作环境，并应采取必要的措施，在可能条件下最大限度地降低工作环境中的危害隐患，以避免在工作中或由于工作发生或与工作有关的事故对健康的危害。

The Supplier, out of its knowledge of the prevailing industry hazards and any specific hazards, shall provide a safe and healthy working environment and shall take such measures as are necessary to minimize the potential for hazards in the working environment under such conditions as may be possible in order to avoid hazards to health in the course of or as a result of accidents occurring at or in connection with the work.

4. 供应商应指定一高层管理代表为全体员工的健康与安全负责，并且负责落实本标准有关健康与安全的各项规定。

Suppliers shall designate a senior management representative to be responsible for the health and safety of all employees and for the implementation of the health and safety provisions of this standard.

5. 供应商应保证所有员工经常接受健康与安全、环境绩效培训，并应记录在案，还应给新进及调职员工重新进行培训。

Suppliers should ensure that all employees receive regular and documented training on health and safety and environmental performance, and should re-train new and transferred employees.

6. 供应商应该建立起一种机制来检测、防范及应付可能危害任何员工健康与安全的潜在威胁。

Suppliers should have a mechanism in place to detect, prevent and respond to potential threats that could jeopardize the health and safety of any employee.

7. 公司应给所有员工提供干净的厕所、可饮用的水，在可能情况下为员工提供储藏食品的卫生设施。

The company shall provide all employees with clean toilets, potable water and, where possible, sanitary facilities for the storage of food.

8. 公司如果提供员工宿舍，应保证宿舍设施干净、安全且能满足员工基本需要。

If the company provides dormitories for its employees, it should ensure that the dormitory facilities are clean, safe and able to meet the basic needs of the employees.

9. 供应商应采取适宜的措施节约资源、能源，避免浪费，并对员工进行相关的节能环保培训。

Suppliers should take appropriate measures to conserve resources and energy, avoid waste, and train their employees on relevant energy conservation and environmental protection.

10. 供应商应 100% 合规处置和储存危险品和废物，并安全、合法地进行弃置。

Suppliers shall be 100% compliant in the disposal and storage of hazardous materials and wastes and safely and legally dispose of them.

七、工作时间 Working hours

1. 供应商应遵守国家及当地政府制定的与常规工作时间、加班时间和福利相关的适用法律。

Suppliers shall comply with applicable laws established by national and local governments relating to regular working hours, overtime hours and benefits.

2. 供应商应根据法律规定，不得经常超过四十小时。同时，员工每七天至少有一天休息时间。所有加班工作应支付额外津贴，任何情况下每个员工每周加班时间不得超过十二小时。

Suppliers shall be required by law not to exceed forty hours on a regular basis. Also, employees shall have at least one day off every seven days. Extra allowances shall be paid for all overtime work, which in no case shall exceed twelve hours per employee per week.

八、自由择业 Free choice of employment

1. 供应商不得要求雇员将护照原件、身份证件、旅行证件或其它个人合法文件在雇佣开始时作为抵押。

Suppliers shall not require employees to pledge original passports, identification documents, travel documents or other personal legal documents at the commencement of employment.

2. 供应商不得使用任何强制劳动，无论是囚禁劳动、抵债劳动、契约劳动还是其它形式；禁止强迫加班。

Suppliers may not use any forced labor, whether captive, bonded, indentured, or otherwise; forced overtime is prohibited.

3. 供应商不得拘禁员工或约束其行动自由，坚决杜绝任何形式的强迫劳动或非自愿劳动，以及未被本人意愿的任何形式的劳动。

Suppliers shall not detain employees or restrict their freedom of movement, and shall strongly discourage any form of forced or involuntary labor, as well as any form of labor that is not performed by the person's own will.

九、商业道德 Ethical Behavior

供应商须按照本公司制定的供应商管理制度、采购管理制度、财务制度等进行规范操作，并不得开展非公司业务的经济关系。

Suppliers must operate in accordance with the supplier management system, procurement system and financial system adopted by the Company, and shall not carry out activities other than.

1.禁止贿赂：供应商不得以任何理由对任何人进行贿赂活动，无论是与政府官员还是私营机构。具体表现形式包括提供、承诺、给予或接受任何有价值的商品或服务，以获取或提供不正当的好处。

No Bribery. Suppliers shall not engage in bribery with anyone for any reason, whether dealings with government officials or the private sector. This includes offering, promising, giving, or accepting anything of value to obtain or provide undue or improper advantages to anyone for any reason.

2.反腐败行为：供应商必须遵守相关的反腐败法律，不得以本公司名义贿赂政府官员，不得直接或间接向政府官员提供、给予或承诺任何有价值的商品或服务，以鼓励他们从事不正当行为或奖励他们的不正当行为。禁止采取的形式包括但不限于给予现金或现金等价物、礼物、宴请或为娱乐活动买单等。对本条款的适用范围或例外情况有任何疑问必须直接向本公司提出。我们鼓励供应商通过以下方式举报其员工或管理层所进行的任何涉及本公司的腐败行为：

举报电话：0574—59982178

举报邮箱：5198@risenenergy.com

网络通道：日升之窗—日升廉政举报二维码：



Anti-Corruption. Suppliers must comply with applicable anti-corruption laws, and never bribe a government official on the Company's behalf. Suppliers shall not offer, give, or promise anything of value, either directly or indirectly, to government officials to encourage them to act improperly or to reward them for doing so. Prohibited payments may take many forms including, but not limited to, cash or cash equivalents, gifts, meals, and entertainment. Any questions regarding the applicability of this provision or exceptions to this provision must be directed to the Company. Suppliers are encouraged to report any corruption behavior of their employees or management that involves the Company, through the following ways:

Telephone: 0574—59982178

Email address: 5198@risenenergy.com

Wechat Code:



举报人保护机制：供应商必须对身为劳动者的举报人的信息予以保密，禁止对作出举报的劳动者实施打击报复。此外，供应商必须建立一种机制，可以让劳动者匿名提交申诉。

Whistleblower Protections. Suppliers must protect the whistleblower confidentiality and prohibit retaliation against the employee who reports workplace grievances. Suppliers must establish a mechanism for employees to submit their grievances anonym.

十、管理规定 Management provisions

供应商高层管理阶层应制定公司社会责任和环境条件的政策以确保该政策：

Supplier senior management shall establish a corporate social responsibility and environmental conditions policy to ensure that the policy:

- a. 包括遵守本标准所有规定的承诺；

Including a commitment to comply with all provisions of this standard;

- b. 包括遵守国家及其它适用法律，遵守公司签署的其它规章以及尊重国际规范及其要求的承诺；

Including compliance with national and other applicable laws, compliance with other regulations signed by the Company and commitments to respect international norms and requirements;

- c. 包括不断改进社会责任和环境表现的承诺。

Including a commitment to continuously improve social responsibility and environmental performance.

十一、其他责任 Other Responsibilities

未经本公司允许，供应商不得在生产本公司产品或其原料时进行外包；如有外包，外包商必须同意遵守本行为规范。供应商和外包商有义务将本准则的内容与雇员沟通。

Without the permission of the Company, suppliers shall not outsource the production of the Company's products or raw materials. In case of outsourcing, the outsourcer must agree to abide by the Code.

供应商名称：

Supplier Name:

签章：

Signature:

日期：

Date: