

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。

To uphold Risen Energy's reputation, we are committed to actively fulfilling our social responsibility and environmental protection obligations. The Supplier Code of Conduct (referred to as "the Code") outlines our management regulations on social responsibility and environmental health and safety, applicable to all our suppliers.

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 commit to social and environmental responsibilities, ensuring compliance with these requirements. Suppliers should aim to enhance their social image and contribute positively to society while generating greater profits.

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。

Compliance with the Code is our fundamental requirement for selecting suppliers, and we encourage them to strive for even higher standards.

- **守法合规经营**
- **Compliant Operation**

供应商应自愿遵守国际上人权相关的准则和标准，包括但不限于：SA8000、联合国人权宣言、国际劳工组织和其它国际人权惯例及社会责任行为守则，特别是 SA8000:2014 标准”第二部分“规范性原则及其解释”中列示的相关指引；

Suppliers must voluntarily adhere to international human rights norms and standards, including but not limited to SA8000, the United Nations Declaration of Human Rights, the human rights practices set forth by the International Labor Organization (ILO), and other social responsibility codes, particularly SA8000:2014 "Part II: Normative Elements and Their Interpretation."

供应商行为准则

Supplier Code of Conduct

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 must comply with national and local laws and regulations, as well as other applicable requirements, including international norms and human rights standards.

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 must influence their subordinate suppliers and require them to fulfill social and environmental responsibilities.

■ 禁止童工及保护未成年工

■ Prohibition of Child Labor and Protection of Juvenile Workers

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。

Suppliers must strictly eliminate any form of child labor. When employing workers aged 16 to 18, suppliers must ensure that their working conditions and hours comply with national or local laws.

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 must comply with laws and regulations on the minimum working age and must not employ workers of any age, including apprentices or vocational school students, in violation of local regulations on the minimum working age and compulsory education age.

■ 禁止人口贩卖

■ Prohibition of Human Trafficking

供应商应严禁以任何形式组织或参与人口贩卖活动。

Suppliers must refrain from organizing or participating in any form of human trafficking activities.

■ 薪酬福利

■ Salary and Welfare

供应商行为准则

Supplier Code of Conduct

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 must ensure that wages for a standard working week meet at least the statutory or industry minimum wage standards, enabling employees to meet their basic needs and providing some discretionary income.

供应商应按法律的要求足额支付加班费及奖金。

Suppliers must fully pay overtime and bonuses as required by law.

供应商应保证工资、待遇与所有适用法律完全相符。严格按照同工同酬的要求支付员工的劳务所得。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。

Suppliers must ensure that wages and benefits fully comply with all applicable laws and adhere strictly to the principle of "equal pay for equal work." Wages and bonuses should be paid in cash or by check, in a manner convenient for employees, and must not be subject to illegal deductions.

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。

Suppliers must communicate orally or in writing to all employees about the wages, incentives, benefits, and bonuses they are entitled to receive under applicable laws and workplace regulations.

■ 平等不歧视待遇

■ Equality and Anti-Discrimination

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 employees' rights to practice their beliefs and customs, or to fulfill their needs related to race, social class, nationality, religion, disability, gender, sexual orientation, union membership, and political affiliation. All employees must be treated with respect and dignity.

供应商行为准则

Supplier Code of Conduct

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。

Suppliers must not discriminate against employees based on race, social class, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation, or age in any practices, including hiring, promotion, wages, dismissal, or retirement.

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。

In the workplace, suppliers must prevent discrimination based on race, age, sex, social class, political affiliation, religion, marital status, sexual orientation, disability, pregnancy, or any other irrelevant factors unrelated to work capacity.

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 must comply with applicable national, local government, and international standards regarding harassment and abuse.

■ 自由结社和集体谈判

■ Freedom of Association and Collective Bargaining

供应商应遵守所有有关结社自由及集体谈判的适用法律，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

Suppliers must comply with all applicable laws regarding freedom of association and collective bargaining. They must respect employees' rights to form and join trade unions and to engage in collective bargaining in a peaceful and lawful manner.

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 must not harass, intimidate, or retaliate against employees for exercising their rights to associate or engage in collective bargaining.

供应商应为员工的申诉采取保密措施。

Suppliers must implement confidential measures for handling employee grievances.

供应商行为准则

Supplier Code of Conduct

- **环境、健康与安全**
- **Environment, Health and Safety**

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

供应商应不断提高环境健康安全绩效，降低温室气体排放和能源消耗。

Suppliers should continuously enhance their environmental performance by reducing greenhouse gas emissions and energy consumption.

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事故对健康的危害。

Suppliers must possess a comprehensive understanding of general industrial hazards and company-specific risks to ensure a safe and healthy working environment. They should take necessary measures to minimize potential hazards in the workplace, thereby preventing health risks and accidents.

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 must appoint a senior management representative responsible for the health and safety of all employees and for implementing the health and safety provisions outlined in the Code.

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 must ensure that all employees receive regular training on health, safety, and environmental performance, and maintain training records. New employees or those newly appointed must undergo appropriate training as well.

供应商行为准则

Supplier Code of Conduct

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 must establish a mechanism to identify, prevent, and mitigate potential risks that may endanger the health and safety of employees.

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。

Suppliers must provide all employees with clean toilets, potable water, and, where feasible, sanitary facilities for food storage.

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 accommodation is provided, suppliers must ensure that the facilities are clean, safe and meet the basic needs of employees.

供应商应采取适当的措施节约资源、能源，避免浪费，提高资源利用效率，并对员工进行相关的节能环保培训。

Suppliers must implement energy-saving measures, avoid waste, improve resource utilization efficiency, and provide training on energy conservation and environmental protection for employees.

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 must store and treat hazardous substances and wastes in full compliance with regulations and dispose of them safely and legally.

■ 工作时间

■ Working Hours

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 must store and treat hazardous substances and wastes in full compliance with regulations and ensure their safe and legal disposal.

供应商应根据法律规定，每周工作时长不得经常超过四十小时。同时，员工每七天至少有一

供应商行为准则

Supplier Code of Conduct

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。

According to the law, suppliers must ensure that regular working hours do not exceed 40 hours per week and that employees receive at least one day off per week. Additional compensation must be paid for all overtime work, and overtime hours must not exceed 12 hours per week.

■ 自由择业

■ Free Choice of Employment

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 must not withhold passports, identity documents, travel documents, or other personal legal documents of workers at the beginning of employment.

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 must not use any forced labor, including prison labor, bonded labor, indentured labor or others and prohibit forced overtime.

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 must not detain employees or restrict their freedom of movement. They must strictly prohibit any form of forced or involuntary labor, as well as any form of labor performed against workers' will.

■ 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,

供应商行为准则

Supplier Code of Conduct

procurement management system, and financial system established by Risen Energy, and must not engage in any economic relations outside of our business.

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。

Prohibition of Bribery: Suppliers must not engage in bribery with anyone for any reason, whether with government officials or private organizations. This includes offering, promising, giving, or receiving any goods or services of value to obtain or provide an illegal advantage.

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:

Anti-Corruption Behavior: Suppliers must comply with anti-corruption laws and refrain from bribing government officials on behalf of Risen Energy. They must not offer, give, or promise, directly or indirectly, any goods or services of value to government officials to encourage or reward improper conduct. Prohibited forms of corruption include, but are not limited to, providing cash or cash equivalents, gifts, meals, or covering entertainment expenses. Any inquiries about the policy's scope or exemptions should be directed to Risen Energy. Suppliers are encouraged to report any instances of corruption through the following channels:

举报电话: 0574 - 59982178

Whistleblower Hotline: 0574-59982178

举报邮箱: 5198@risenenergy.com

Whistleblower E-mail: 5198@risenenergy.com

供应商行为准则

Supplier Code of Conduct

网络通道：日升之窗—日升廉政举报二维码：

Website: Risen Window - QR code for whistleblowing



反垄断行为：供应商必须遵守相关的反垄断法律，尊重市场规则，不滥用市场地位进行不正当竞争行为。

Antitrust Behavior: Suppliers shall comply with antitrust laws, respect market rules, and refrain from abusing their advantages to engage in unfair competitive behavior.

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 Protection Mechanisms: Suppliers shall ensure the confidentiality of information about whistleblowers and prohibit any retaliation against workers who make reports. In addition, suppliers shall establish a mechanism that allows workers to submit grievances anonymously.

■ 管理规定

■ Management Regulation

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：

Suppliers shall develop a policy on corporate social responsibility and environment to ensure that the policy:

- 包括遵守本标准所有规定的承诺；
- Includes a commitment to comply with all terms of this Conduct;
- 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；



供应商行为准则

Supplier Code of Conduct

- Includes a commitment to comply with national and other applicable laws, with other regulations signed by the Company, and to respect international norms and requirements;
- 包括不断改进社会责任和环境表现的承诺。
- Includes a commitment to continuously improve the performance on social responsibility and environment.

■ 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。

Suppliers shall not outsource production process or raw materials without the Company' s permission; if outsourcing is permitted, subcontractors must agree to abide by this Code. Suppliers and subcontractors are obligated to communicate the contents of this Code to their employees.

供应商名称 (Supplier Name): _____

签章 (Signature): _____

日期 (Date): _____