

东方日升非歧视和反骚扰政策

Anti-Discrimination and Anti-Harassment

■ 非歧视和反骚扰声明

■ Our Anti-Discrimination and Anti-Harassment Commitment

东方日升明确声明对各类形式的歧视与骚扰采取“零容忍”的态度,包括任何形式的有形或无形的歧视、性骚扰、非性骚扰。公司坚决维护员工的尊严和权利,致力于营造一个无歧视、无骚扰的工作环境。并致力于让各供应商、下游分销商共同遵守。

Risen Energy adheres to a "zero tolerance" stance towards all forms of discrimination and harassment, including both tangible and intangible discrimination, sexual and non-sexual harassment. We firmly defend the dignity and human rights of our people. We are committed to creating a work environment free of discrimination and harassment, and ensuring that our suppliers and distributors uphold the same human rights standards.

■ 非歧视政策

■ Our Anti-Discrimination Policy

本公司对任何形式的歧视行为采取零容忍的立场,无论是基于种族、性别、性取向、年龄、宗教、残疾、国籍或其他因素。

The Company takes a zero-tolerance stance against any form of discriminatory behavior, whether it is based on race, gender, sexual orientation, age, religion, disability, national origin or other factors.

■ 反骚扰政策

■ Our Anti-Harassment Policy

制定《反歧视控制程序》《防止骚扰和虐待程序》,严格禁止任何形式的骚扰行为,包括但不限于以下内容:

The "Anti-Discrimination Control Procedures" and the "Procedures for Prevention of Harassment and Abuse" are in place to strictly prohibit any form of harassment, including but not limited to:

- 性骚扰: 包括言语、文字、视觉、身体接触等形式的性骚扰。
- Sexual Harassment: includes verbal, written, visual, physical contact and

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other forms of sexual harassment.

- 非性骚扰：包括任何歧视性、恐吓性、侮辱性或威胁性的行为、动作或评论，并导致工作环境变得充满敌意。
- Non-sexual harassment: includes any behavior, action or comment that is discriminatory, intimidating, insulting or threatening and creates a hostile work environment.

■ 举报机制

■ Whistleblowing Mechanism

制定了《集团监察工作管理制度》，提供有效的举报投诉渠道，确保员工在遭遇歧视、骚扰的不公正对待行为时，能够通过面述、信函、电话、意见箱、邮件等方式直接或委托他人举报，并对投诉人的信息严格保密，禁止对投诉人的报复行为。

Risen Energy formulated the "Group Supervision Management System" to facilitate effective channels for reporting complaints and ensure that employees can report directly or entrust others to report through face-to-face statements, letters, telephone calls, suggestion boxes, emails, etc. when encountering unfair treatment related to discrimination or harassment. Additionally, the system ensures that the information of the complainants is kept strictly confidential and prohibits any retaliatory behaviors against them.

投诉电话：0574-59982178；

Whistleblower Hotline: 0574-59982178

邮箱：5198@risenenergy.com, risensj@163.com

Whistleblower E-mail: 5198@risenenergy.com, risensj@163.com

东方日升任何人员观察到职场歧视或骚扰事件发生，都应立即拨打申诉专线或通过申诉专用邮箱进行报告，案件将由人事调查小组立即开展保密性调查，同时保护举报人信息，避免任何报复行为。

Any employees who witness discrimination or harassment in the workplace should immediately call the whistleblower hotline or report through the whistleblower

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email. The case will be promptly investigated by the HR investigation team with confidentiality, protecting the whistleblower's information to prevent any retaliatory behavior.

■ 落实员工培训

■ Employee Training

本公司将定期为所有员工提供工作场所反歧视和骚扰方面的培训，包括识别、预防和处理这些行为的培训，承诺员工为避免职场侵害而停止作业等所做的必要行为，公司绝不会对其处以处分。

Risen energy will provide all employees with regular training on anti-discrimination and harassment in the workplace, including education on recognizing, preventing, and addressing with these behaviors. We assure that the employees who take necessary actions to stop harassment will never be punished.

■ 纠正措施和纪律处分

■ Corrective and Disciplinary Measures

对于确认的歧视行为或骚扰，本公司将采取适当的纠正措施和纪律处分，包括但不限于口头警告、书面警告、不良绩效审查或评估、降级或降薪以及解雇，取决于事件的严重程度和重复性。

For confirmed discriminatory behavior or harassment, we will take appropriate corrective and disciplinary action, which may include, but not limited to, verbal warnings, written warnings, adverse performance evaluations, demotions or salary reductions, and dismissal, depending on the severity and frequency of the incident.