

晶科能源股份有限公司 ESG 政策

ESG Policy of Jinko Solar Co., Ltd.

1. 简介

1. Introduction

晶科能源股份有限公司（股票代码：688223）（简称“晶科能源”或“本公司”）是一家以光伏产业技术为核心，以“改变能源结构，承担未来责任”为使命的全球知名光伏产品制造商。公司现阶段主要从事太阳能光伏组件、电池片、硅片的研发、生产和销售，以及光伏技术的应用和产业化。公司建立了从拉棒、硅片生产、电池片生产到光伏组件生产的垂直一体化产能，产品服务于全球范围内的光伏电站投资商、开发商、承包商以及分布式光伏系统终端客户。

Jinko Solar Co., Ltd. (stock code: 688223) (referred to as "Jinko Solar" or "the Company") is a world-famous photovoltaic products manufacturer focusing on photovoltaic technology and with the mission of "optimize the energy portfolio and take responsibility for enabling a sustainable future". At present, the Company is mainly engaged in the R&D, production, and sales of photovoltaic modules, cells, and silicon wafers, as well as the application and industrialization of photovoltaic technology. The Company has established a vertically integrated production capacity from rod pulling, silicon material processing to wafer, cell and module production in the industry. The products of Jinko Solar serve photovoltaic power station investors, developers, contractors, and distributed photovoltaic system terminal customers around the world.

在长期发展过程中，晶科能源充分认识到将 ESG 融入产业发展对于光伏行业发展至关重要，同时 ESG 也是光伏企业应对全球能源结构转型及气候变化风险的重要路径选择。晶科能源立足自身行业性质及目标追求，将核心优势与 ESG 相

融合，希望通过强化自身 ESG 管理，提升 ESG 整体表现，助力并推动全球能源绿色转型。

In the course of long-term development, Jinko Solar fully recognizes that integrating ESG into industrial development is crucial for the development of photovoltaic industry. At the same time, ESG is also an important path for photovoltaic enterprises to respond to global energy structure transformation and climate change risks. Based on the nature of photovoltaic industry and the pursuit of goals, the Company integrates the core strengths with ESG. Jinko Solar hopes to improve the overall ESG performance by strengthening ESG management, and promotes global energy green transformation.

2. 适用范围

2. Scope of Application

晶科能源股份有限公司 ESG 政策（简称“政策”）适用于晶科能源股份有限公司及其全球各地子公司的所有在职员工（包括全职员工、兼职员工、劳务派遣员工等）、高级管理人员和董事，以及本公司在全球直接或间接控制或经营的产业设施。同时，本公司承诺对非控股合资企业施加影响，敦促他们根据本政策规定行事。部分政策适用于本公司合作伙伴（包括服务提供商、经销商、供货商、顾问、独立承包商等）与终端客户。

This ESG Policy of Jinko Solar Co., Ltd. (referred to as "Policy") applies to all employees (including full-time employees, part-time employees, contractors, etc.), senior management and directors of Jinko Solar and its subsidiaries around the world, as well as the industrial facilities controlled (directly or indirectly) or operated by the Company. Jinko Solar also commits to influencing non-controlling joint ventures and urges them to act in accordance with the provisions of this Policy. Some provisions of this Policy apply to the Company's partners (including service providers, distributors, suppliers, consultants, independent contractors, etc.) and terminal customers.

3. 商业道德与反腐败

3. Business Ethics and Anti-corruption

政策承诺

Policy Commitments

本公司所有商业互动关系都应遵循最高诚信标准。本公司所有人员（包括所有在职员工、高级管理人员和董事）和合作伙伴（包括服务提供商、经销商、供货商、顾问、独立承包商等）以及终端客户均需遵守本公司业务开展国家和地区的商业道德相关法律法规。

All business interactions of Jinko Solar should follow the highest standards of integrity. All personnel of Jinko Solar (including all employees, senior management, and directors) and partners (including service providers, distributors, suppliers, consultants, independent contractors, etc.) and terminal customers are subject to the business ethics-related laws and regulations in the countries and regions where the Company's business presence.

本公司设立违规违纪监督委员会，由董事长和总经理担任核心成员，负责指导商业道德相关事项战略方向，并由董事会负责全面监督落实。本公司对所有形式的贪污贿赂、职务侵占和挪用公款等职务犯罪或违规行为持“零容忍”态度。任何情况下，本公司所有人员不得以直接或间接提供、承诺提供、收受或索取任何有价物或好处的形式，在业务开展过程中引诱他人采取违法动作或违反诚信义务，为公司或个人谋取不正当利益。

The Company has established the Violation and Discipline Supervision Committee, with the Chairman and the CEO as core members, responsible for guiding the strategic direction of business ethics-related matters, and the Board of Directors is responsible for overall supervision and implementation. The Company has a "zero tolerance" attitude towards all forms of corruption and bribery, duty encroachment, embezzlement and other work-related crimes or

violations. Under no circumstances shall any personnel of Jinko Solar in any form to directly or indirectly provide or promise to provide or accept or request any valuables or benefits or induce others to take illegal actions or violate fiduciary obligations in the course of business, to seek improper benefits for the Company or individuals.

本公司遵守世界各地反洗钱及反恐怖主义相关法律法规，承诺开展业务时与资金来源合法且声誉良好的商业伙伴经营来往。本公司承诺不进行欺诈交易、商业诋毁、侵犯商业秘密，不参与任何共谋、合谋、相互勾结等不正当竞争行为，不滥用优势地位损害合作伙伴利益或提出不合理要求，为公平竞争创造良好的环境和条件。

The Company complies with anti-money laundering and anti-terrorism laws and regulations around the world, and commits to conducting business with reputable business partners with legitimate funding sources. To create a good environment and conditions for fair competition, the Company promises not conducting fraudulent transactions, commercial slander, infringement of commercial secrets, not participating in any unfair competition such as collusion, not abusing the dominant position to harm the interests of partners or make unreasonable demands.

此外，本公司承诺严格保护所有业务相关对象（包括本公司所有人员、合作伙伴以及终端客户等）的商业机密和个人信息。

In addition, the Company is committed to strictly protecting the commercial secrets and personal information of all business-related objects (including all personnel of Jinko Solar, partners, terminal customers, etc.).

我们如何付诸行动

How to Take Actions

商业道德内部审计

Internal Audit of Business Ethics

本公司设立内部审计部门，主要职责为促成公司有效经营管理并帮助董事会和审计委员会行使其所负有的责任。审计部接受董事会下设的审计委员会指导与监督，定期向审计委员会汇报工作。本公司内部审计涵盖公司经营活动中的所有环节，包括但不限于各业务实体例行综合管理审计、专项审计、离任审计/经济责任审计、突发事件调查等。

The Company has established the Internal Audit Department whose main responsibilities are to promote effective business management and assist the Board of Directors and the Audit Committee to exercise their responsibilities. The Internal Audit Department receives the guidance and supervision from the Audit Committee under the Board of Directors and regularly reports to the Audit Committee. The Company's internal audit covers all aspects of the Company's business activities, including but not limited to routine comprehensive management audits, special audits, departure audits / economic responsibility audits, and emergency investigations.

其中，本公司例行综合管理审计面向所有生产基地开展，根据年度审计计划进行滚动安排。与商业道德相关的例行综合管理审计频率为一般每年至少一次，审计内容包括但不限于反贪污腐败、反不正当竞争、反洗钱、反欺诈等商业道德相关议题，以及《反腐败和反贿赂管理守则》在内部的贯彻执行情况。

Among them, the Company's routine comprehensive management audits are carried out for all bases, and are arranged on a rolling basis in accordance with the annual audit plan. The routine comprehensive management audits related to business ethics are generally conducted at least once a year, including but not limited to anti-corruption, anti-unfair competition, anti-money laundering, anti-fraud and other business ethics-related issues, as well as the internal implementation of the *Anti-Corruption and Anti-Bribery Management Code*.

商业道德培训

Business Ethics Training

本公司建立完善的商业道德培训机制，每年面向所有在职员工（包括全职员工、兼职员工、劳务派遣员工等）、高级管理人员和董事开展商业道德相关培训，包括线上培训、线下集训、视频课程学习、推文发送等形式，以提升公司所有人员商业道德水平与责任意识，营造良好的廉洁文化氛围。

The Company has established a thorough business ethics training mechanism, and conducts business ethics-related training for all employees (including full-time employees, part-time employees, contractors, etc.), senior management and directors every year, including online training, offline intensive training, video courses learning, newsletters sending, etc., to enhance the business ethics and responsibility awareness of all personnel of Jinko Solar, and create a good cultural atmosphere of integrity.

供应商商业道德管理

Supplier Business Ethics Management

本公司通过升级并推动所有直接供应商签订《供应链合作伙伴行为准则》、针对所有核心供应商进行 ESG 现场审核等方式，核实供应商伙伴反腐败工作情况：

The Company has verified the anti-corruption work of suppliers by upgrading and promoting all direct suppliers to sign the *Supply Chain Partner Code of Conduct* (referred to as "COC"), conducting ESG on-site audits for core suppliers, and other means:

(1) 《供应链合作伙伴行为准则》中纳入反贿赂与反腐败、尊重与保护知识产权和数据信息等政策规定，并提供举报渠道与举报人管理等要求。要求所有直接供应商在准入阶段签订《供应链合作伙伴行为准则》，当前已被纳入的直接供应商在《供应链合作伙伴行为准则》更新时，需重新签署该文件；

The COC includes policies relating to anti-bribery and anti-corruption, intellectual property rights respect and protection, data and information security, etc., and specifies reporting channels and whistleblower management requirements. The Company requires all direct suppliers to sign the COC at the access stage. Those existing direct suppliers must re-sign the COC when it was updated;

(2) 要求所有直接供应商根据自身实际运营情况制定反腐败政策，并定期针对反腐败制度进行内部审核，已于《供应链合作伙伴行为准则》中要求供应商企业配合并协调参与此类外部审查；

The Company requires all direct suppliers to formulate anti-corruption policies based on their own operational situation and regularly conduct internal audits of anti-corruption systems. In the COC, suppliers have been required to cooperate and participate in such external audits;

(3) 作为供应商企业的第三方机构，本公司逐步开展核心供应商 ESG 现场审核工作，审查内容覆盖 ESG 三个范畴，商业道德是其中的重要维度。

As a third-party organization of suppliers, the Company gradually conducts on-site ESG audits of core suppliers. The audits cover three ESG categories, of which the business ethics is an important dimension.

举报及举报人保护

Reporting and Whistleblower Protection

本公司监察部接受来自公司所有人员（包括所有在职员工、高级管理人员和董事）和合作伙伴（包括服务提供商、经销商、供货商、顾问、独立承包商等）以及终端客户由于实际或疑似发现违规行为，进行的实名或匿名举报。本公司设置包括举报热线、举报邮箱、在线举报平台以及当面举报等多种举报渠道，对所有商业道德类型事件进行监督。（举报渠道见“监督与管理”章节）

The Company's Supervision Department accepts real-name or anonymous reports from all personnel of Jinko Solar (including all employees, senior management, and directors), partners (including service providers, distributors, suppliers, consultants, independent contractors, etc.), and terminal customers due to actual or suspected violations. The Company has made available a variety of reporting channels, including hotline, mailbox, online platform, and face-to-face reporting, to supervise all business ethics-related incidents. (Refer to the chapter of "Supervision and Management" for reporting channels.)

本公司全程严格保密举报人身份信息及举报内容，并严禁打击报复，一旦核实举报者被打击报复，将从严肃处理涉事人员，必要时采取法律措施。

The Company strictly keeps the identity information and the contents of the report of the whistleblowers confidential throughout the process, and strictly prohibits retaliation. Once it is verified that the whistleblowers have been retaliated, the personnel involved will be treated seriously, and legal measures will be taken when necessary.

4. 员工权益

4. Employee Rights and Interests

4.1 多元化与平等用工

4.1 Diversification and Equal Employment

政策承诺

Policy Commitments

本公司致力于提供机会平等的工作环境，让每一位员工在工作中均能够得到公平的对待。本公司承诺禁止使用童工以及任何形式的强迫或强制劳动，尊重和保障员工的各项权利；公平地做出招聘和晋升决定，不因员工性别、年龄、国籍、宗教信仰、出生地、民族、语言等不同而差异化对待；尊重员工合法结社自由和集体谈判的权利，为其提供公平的薪酬、合理的工作时间和安全的工作条件，并制定相应的政策和控制措施，保障劳动者合法权益。

The Company is committed to providing an equal opportunity working environment where every employee is treated fairly at work. The Company undertakes to prohibit child labor and any form of forced or compulsory labor, and to respect and safeguard the rights of the employees. The Company makes hiring and promotion decisions fairly, without discrimination based on gender, age, nationality, religion, birthplace, ethnicity, language, etc. The Company respects the freedom of lawful association and the right to collective bargaining of employees, provides them with fair wages, reasonable working hours and safe working conditions, and formulates corresponding policies and control measures to safeguard the legitimate rights and interests of workers.

我们如何付诸行动

How to Take Actions

本公司始终坚持创造多元化和包容性的工作环境，尊重员工个性、能力和成长经历的差异性，珍惜拥有不同背景、才能、见解、经验和技能的人才，促进不同民族、国籍等背景身份的员工相互融合，并开展下列行动：

Jinko Solar always embraces a diverse and inclusive working environment and respects the differences in employees' personalities, abilities, and growth experiences. The Company cherishes talents with different backgrounds, talents, insights, experiences, and skills, and promotes the integration of employees with different ethnic and national backgrounds and identities, and carries out the following actions:

(1) 注重为运营所在地员工创造就业机会；

The Company focuses on creating employment opportunities for employees in the locations of operations;

(2) 将社会责任意识纳入员工在职培训体系重要模块，权益与多元化为重要培训议题。本公司每年面向所有人员（包括所有在职员工、高级管理人员和董事）至少开展一次多元化与权益政策相关培训，并将此议题纳入新员工培训计划，持续构建平等、多元的员工队伍。

Social responsibility awareness has been incorporated into an important module of the employees on-the-job training system. And "Rights and Interests and Diversity" is an important training topic. The Company conducts at least one "Diversity and Rights Policy" training for all personnel (including all employees, senior management, and directors) every year, and includes this topic in the new employees training program to continue to build an equal and diverse workforce.

据此，本公司设定多元化绩效目标，由首席人力资源官负责监督多元化目标实施情况，由 ESG 管理委员会联合人力资源体系负责目标管理与推进，具体目标包括但不限于“无员工多元化管理违法违规事件”“推动员工本地化比例提升”“推动女性员工比例提升”“提高多元化培训次数与员工参与率”等。其中，“提高多元化培训次数与员工参与率”与责任部门或员工绩效挂钩，对于达成该项 KPI 且总体绩效表现优的部门或员工，本公司将视具体情况给予相应的物质奖励。

Accordingly, the Company sets a diversity target. The Chief Human Resources Officer is responsible for overseeing the implementation of the diversity target, and the ESG Management Committee and the Human Resources System are responsible for the management and promotion of the target. Specific goals include but are not limited to "No Violations of Employees Diversity Management", "Promotion of the Increase of Employees Localization Ratio", "Promotion of the Increase of Female Employees", "Promotion of the Diversity Training Frequency and Employees Participation Rate", etc. And the "Promotion of the Diversity Training Frequency and Employees Participation Rate" is linked to the performance of the responsible departments or employees. For the departments or the employees who achieve the KPI of "Diversity Training Frequency and Employees Participation Rate" and have excellent overall performance, the Company will give corresponding material rewards according to the specific circumstances.

4.2 员工健康与安全

4.2 Employee Health and Safety

政策承诺

Policy Commitments

本公司承诺将安全融入日常业务决策和运营过程，依据不同设施场所活动性质制定并实施相应的健康与安全相关程序，提供安全和无伤害的工作环境。每一位员工都应当熟悉并遵守本公司健康与安全相关政策以及相关程序，有责任严格遵守相关安全指示以维护自身和他人安全和健康。一旦发现任何事故或安全隐患，或是执行安全指示存在任何偏差，每一位员工都应当立即向主管人员汇报。

The Company is committed to integrating safety into daily business decisions and operations, developing and implementing health and safety-related procedures according to the nature of activities at different facilities, and providing a safe and injury-free working environment. Every employee shall be familiar with and comply with the Company's health and safety-related policies and procedures, and is responsible for strictly following the relevant safety instructions to maintain the safety and health of himself or herself and others. Every employee shall immediately report any incident or safety hazard, or any deviation from the implementation of safety instructions, to the supervisor.

我们如何付诸行动

How to Take Actions

本公司严格遵守职业健康与安全生产相关法律法规，建立完善的安全生产管理体系，为员工职业健康与安全管理保驾护航。为了全方位保障员工职业健康与安全，本公司开展了下列行动：

The Company strictly abides by the relevant laws and regulations of occupational health and safety production, and has established a sound production safety management system to safeguard the occupational health and safety management of employees. In order to fully safeguard the occupational health and safety of employees, Jinko Solar has carried out the following actions:

(1) 每年订立职业健康与安全生产相关绩效目标，由董事会负责监督目标实施情况，由首席运营官负责目标管理与推进，具体目标包括但不限于“降低百万工时伤害率”“维持高水平的到期隐患整改率”“保持高水平的职业禁忌症调岗率”“EHS 合规性”等；

The Company establishes occupational health and safety-related performance targets every year, and the Board of Directors is responsible for supervising the implementation of the targets, and the Chief Operating Officer is responsible for target management and promotion. Specific targets include but are not limited to "Reduction of Million Hours Injury Rate", "Maintain a High Level of Expiration Hidden Danger Rectification Rate", "Maintain a High Level of Occupational Contraindications Reassignment Rate", "EHS Compliance", etc.;

(2) 根据职业危害控制效果评价识别危害因素，建立职业危害风险岗位清单，并委托有资质的第三方定期开展职业危害因素检测，同时为所有员工提供符合标准要求的劳动防护用品；

The Company identifies hazard factors according to the evaluation of occupational hazard control effect, establishes a list of occupational hazard risk positions, entrusts a qualified third party to carry out occupational hazard factors testing regularly, and provides all employees with labor protection equipment that meet the standard requirements;

(3) 面向所有人员（包括所有在职员工、高级管理人员和董事）开展职业健康与安全相关培训，并建立安全生产事故隐患排查治理长效机制，持续加强所有生产基地安全隐患排查、监督和治理工作；

The Company conducts occupational health and safety-related training for all personnel (including all employees, senior management, and directors), establishes a long-term mechanism for the investigation and management of potential safety accidents, and continuously strengthens the investigation, supervision and management of potential safety hazards in all bases;

(4) 明确各类化学品管理方法，并定期开展化学品安全应急演练，避免及降低化学品泄漏相关安全事故发生。

The Company clarifies various chemical management methods, and regularly carries out chemical safety emergency drills to avoid and reduce the occurrence of chemical leak-related safety accidents.

4.3 人力资本发展

4.3 Human Capital Development

政策承诺

Policy Commitments

本公司依据员工资质与能力，给予公平的任职机会，并以“贡献与回馈相称”为原则发放薪资。同时，本公司注重员工学习与发展，以投资于人力资源为首要任务，开展各项教育培训，帮助员工提高业务能力、管理水平、职业素养。

The Company gives employees fair employment opportunities based on their qualifications and abilities, and pays salaries based on the principle of "contribution commensurate with return". At the same time, the Company attaches great importance to the learning and development of employees, takes investment in human resources as the primary tasks, and carries out various education and training to help employees improve their business ability, management level, and occupation quality.

我们如何付诸行动

How to Take Actions

人才发展战略

Talent Development Strategy

本公司建立健全人才发展战略，不断完善人才选拔与任用机制，旨在识别并培养出高潜力、创新型人才：

The Company has established a sound talent development strategy, and continuously improves the talent selection and appointment mechanism, aiming to identify and cultivate high potential and innovative talents:

（1）每年参照《人才盘点与梯队人才管理制度》开展人才盘点，全面评估公司招聘需求，帮助挖掘和培养后备人才，并面向各类高潜人才进行针对性能力提升；

The Company carries out talent inventory every year with reference to the *Talent Inventory and Echelon Talent Management System*, comprehensively evaluates recruitment needs, to help discover and cultivate the reserve talents, and improves the targeted capabilities for all types of high-potential talents;

（2）面向应届毕业生制定“管培生培养计划”和“晶英生培养计划”，面向社招优秀人才制定“优才培养计划”，对应届毕业生及优秀人才进行系统性培养与发展，协助其适应环境、激发潜能、提升能力；

The Company develops the "Management Trainee Training Plan" and the "Campus Talents Training Plan" for fresh graduates, and the "Excellent Talents Training Plan" for outstanding talents recruited from society, to systematically cultivate and develop fresh graduates and outstanding talents, and help them adapt to the environment, stimulate potential, and improve ability;

（3）制定了《干部管理制度》，推行干部融入项目，在保障新入职干部资源获取、能力提升、业务融入的同时，持续保障优秀干部培养与供给；

The Company has formulated the *Cadres Management System*, and implemented the cadres integration project to continuously ensure the training

and the supply of outstanding cadres while guaranteeing the acquisition of resources, ability improvement, and business integration of new cadres;

（4）构建轮岗机制，为员工提供轮岗机会，帮助员工熟悉不同岗位工作特点，提升综合业务能力和管理能力；

A job rotation mechanism has been put in place to provide employees with job rotation opportunities, help them familiarize themselves with the characteristics of different positions, and enhance their comprehensive business and management abilities;

（5）构建管理类、销售类、技术类、职能支持类和操作类等不同类型的职业发展路径，畅通各类员工晋升通道。

Different types of occupation development paths have been constructed to smooth the promotion channels for all types of employees, such as management, sales, technology, functional support, and operations.

绩效评估与薪酬激励计划

Performance Evaluation and Pay Incentive Plan

本公司参照《年度绩效考核方案》等内部标准推进面向所有在职员工（包括全职员工、兼职员工、劳务派遣员工等）的年度绩效考核，考核维度主要包括企业文化、业务能力、团队建设等。每年第一季度由员工完成《个人绩效承诺书》提交，每年末开展员工绩效自评与公司考核，考核结果按照五级分布。同时，本公司制定《评优评先管理办法》，并据此开展年度、季度卓越管理者、优秀员工及团队评选。

The Company promotes the annual performance appraisal for all employees (including full-time employees, part-time employees, contractors, etc.) in accordance with the internal standards such as the *Annual Performance Appraisal Plan*. The appraisal dimensions mainly include corporate culture,

business capability, team building, etc. In the first quarter of each year, employees will complete the *Personal Performance Commitment Letter* and submit it. At the end of each year, personnel performance self-assessment and the assessment of Jinko Solar will be carried out, and the assessment results will be distributed according to five levels. At the same time, the Company has formulated the *Management Measures for Best and Advanced Rating*, and carries out annual and quarterly evaluation of outstanding managers, excellent employees and teams accordingly.

本公司所有员工的薪酬由固定薪酬、浮动薪酬、中长期激励、专项激励四大部分构成。其中浮动薪酬根据不同岗位类别有所差别，总体类型包括绩效工资、销售提成、奖金、年终奖及加班费等。本公司综合考虑员工绩效考核结果、评优评先及公司业绩情况，给予相应的奖励。

The remuneration of all employees of Jinko Solar consists of four major parts: fixed remuneration, floating remuneration, medium and long-term incentive, and special incentive. Among them, floating remuneration varies according to job categories, and the overall types include performance pay, sales commissions, bonuses, year-end bonuses, and overtime pay. The Company considers the results of employees' performance appraisal, the rating of the best and advanced, and the performance of Jinko Solar, then gives corresponding rewards.

搭建专业培训体系

Establish a Professional Training System

本公司建立人才在线 E-Learning 线上平台，通过搭建覆盖各体系的培训学苑，提供满足需求的线上培训资源，助力员工综合素质全面提升：

The Company has established an online talents E-Learning platform. By building training academies covering various systems, the Company provides online training resources to meet the needs of employees and helps them improve their comprehensive quality:

（1）面向所有人员（包括所有在职员工、高级管理人员和董事）开放专业课程，覆盖管理能力、专业技术、安全生产、通用职业能力、环境保护、能源与气候、法律法规、社会责任等各方面内容；

Professional training courses are open to all personnel of Jinko Solar (including all employees, senior managers, and directors), covering management ability, professional technology, production safety, general occupational ability, environmental protection, energy and climate, laws and regulations, social responsibility, and other aspects;

（2）将专业课程与标准化管理制度、线上 OA 流程配套，依托数字化手段，在有效提升知识获取便捷度的同时，实现了培训数据可视化追踪；

Professional training courses of Jinko Solar are equipped with standardized management systems and online OA processes. Digital training methods are utilized to effectively improve the convenience of acquiring knowledge and achieve visual tracking of training data;

（3）为女性员工提供专项赋能培训，设置女性领导力培训课程，鼓励女性员工积极参与内外部培训，主动参与晋升；

The Company provides special empowerment training for female employees, sets up female leadership training courses, and encourages female employees to actively participate in internal and external training and actively participate in promotion;

（4）以 E-Learning 线上平台为载体，面向公司所有人员开展讲师选拔、师资队伍建设，并依据培训参与度与满意度开展讲师认证。

With the E-Learning online platform as the carrier, Jinko Solar conducts lecturers selection and teachers team construction for all personnel, and certifies lecturers based on training participation and satisfaction.

继续教育支持

Continuing Education Support

本公司积极与国内知名高校合作,鼓励员工报考提升学历,学历教育涵盖专升本、本升硕。本公司面向所有在职员工(包括全职员工、兼职员工、劳务派遣员工等)开放学历提升项目,选拔“满足一定工作年限、绩效考核优、对公司发展做出突出贡献”的员工给予学历提升赞助,其中个别贡献极为突出的员工不受年限限制。

The Company actively cooperates with well-known colleges and universities in China to encourage employees to apply for the promotion of academic qualifications, which covers the promotion of junior college student to university student and university student to master degree student. Jinko Solar is open to all employees (including full-time employees, part-time employees, contractors, etc.) education promotion program, select employees who "meet a certain number of years of work, excellent performance assessment, outstanding contributions to the development of the Company" to provide education promotion sponsorship, and individual employees with extremely outstanding contributions are not subject to the work age limit.

4.4 员工沟通与申诉

4.4 Employee Communication and Appeal

政策承诺

Policy Commitments

本公司积极建立正向的员工关系，持续营造公开、互信及畅通的双向沟通环境，在确保当事人隐私得到充分保护的前提下，回应员工合理诉求，保障员工权益。

Jinko Solar creates positive employee relationships and maintains an open, mutual trust, and smooth communication environment. Under the premise of ensuring that privacy is fully protected, Jinko Solar responds to the reasonable demands and protects the rights and interests of employees.

我们如何付诸行动

How to Take Actions

本公司为所有人员（包括所有在职员工、高级管理人员和董事）提供畅通的沟通机制，设置“小晶直通车”在线平台、高管面对面、员工座谈会等渠道与方式，充分保障公司所有人员的参与权与表达权：

Jinko Solar provides a smooth communication mechanism for all personnel (including all employees, senior management, and directors). By setting up multi-communication channel such as Jinko Solar's online platform, face to face with senior executives, employee forum, the participation and expression rights of all personnel of Jinko Solar were guaranteed:

(1) 所有人员均可通过沟通渠道对公司内部违反合规雇佣、侵犯员工权益、骚扰歧视等行为进行申诉；

All personnel of Jinko Solar could report about violations of employment compliance, infringement of employees' rights and interests, harassment and discrimination within the Company through communication channels;

(2) 严格保护所有人员隐私信息，建立内部管理规范，确保沟通渠道专人管理、沟通事项仅受理人员及涉及人员知悉。在充分保护个人隐私的前提下，对收集到的沟通内容分类汇总，参照事项类型及紧急程度制定相应的跟进方案，确保问题得到及时改善。

Jinko Solar strictly protects the privacy information of all personnel, establishes internal management routine, so as to ensure that communication channels are managed by designated person, and the communication contents shall be known only to the relevant parties involved. Under the premise of fully protecting personal privacy, Jinko Solar classifies and summarizes the collected communication contents, and makes corresponding follow-up plans according to the types and the urgency of the matters, so as to ensure timely improvement of the problems.

5. 可持续采购

5. Sustainable Sourcing

政策承诺

Policy Commitments

本公司承诺严格遵守《国际劳工组织核心公约》《联合国全球契约十项原则》等国际倡议和标准要求，构建基于“CARE”（承诺 Commit-评审 Assess-应对 Respond-协作 Engage）框架的供应链 ESG 管理体系，对供应商劳工权利与健康安全、环境、冲突矿产¹等方面提出明确的管理要求，规范供应商 ESG 行为，推动供应商 ESG 管理进一步体系化、规范化。

Jinko Solar strictly adheres to international initiatives and standards such as the *International Labor Organization Conventions* and *The Ten Principles of the UN Global Compact*. It has constructed a supply chain ESG management system based on the "CARE" (Commit, Assess, Respond, Engage) framework. Clear management requirements in the areas of labor rights and health and safety, environment, conflict minerals¹, etc. have been introduced to suppliers, so as to standardize suppliers' ESG behavior, and promote further standardization and systematization of suppliers ESG management.

¹ 冲突矿产：从战乱地区或非法武装冲突中获得的矿产资源，包括来自冲突影响国家和地区被武装力量控制的锡（Sn）、钨（W）、钽（Ta）和金（Au）。这些资源的开采和交易往往与强制劳动、环境破坏等问题有关。

¹ Conflict Minerals: Mineral resources obtained from conflict zones or illegal armed conflicts, including tin (Sn), tungsten (W), tantalum (Ta), and gold (Au) controlled by armed forces from conflict-affected countries and regions. The exploitation and trading of these resources is often associated with forced labor, environmental damage and other issues.

此外，本公司积极推动原材料本地化采购，以促进减排降碳，并带动本地化就业。与此同时，保持较高的本地化采购比例，还有助于对供应链中所有矿物材料的属性与原产地进行跟踪。

In addition, Jinko Solar actively promotes local sourcing of raw materials, so as to support GHG emissions reduction and boost local employment. In the meantime, maintaining a high proportion of local sourcing, which helps to facilitate the tracking of the properties and origin of all mineral materials in the supply chain.

我们如何付诸行动

How to Take Actions

督促供应商维护劳工权利与职业健康

Urge Suppliers to Safeguard Labor Rights and Occupational Health

本公司承诺对供应商开展审查，避免与存在雇佣或使用童工、强迫劳动，或存在重大安全问题的供应商合作：

Jinko Solar commits to conducting regular supplier audit, and strictly forbidding collaborating with suppliers who engage or use child labor, forced labor, or where there are significant safety issues:

（1）要求供应商确保每一位员工享有行动自由，禁止任何形式的骚扰及虐待行为，禁止一切形式的用工歧视，保障员工在用工范围内的平等权利，包括结社自由的合法权利，确保员工获得合理的休息时间和薪资福利；

Suppliers should ensure the movement freedom of every employee, prohibit any form of harassment and abuse, prohibit all forms of employment discrimination, guarantee equal rights of employees within the scope of

employment, including the lawful freedom of association, and ensure that employees receive reasonable rest time and pay benefits;

(2) 要求供应商严格遵守安全与职业健康相关法律法规, 建立完善的管理体系, 为员工提供安全健康的工作环境。

Suppliers should strictly abide by safety and occupational health-related laws and regulations, establish a sound management system to provide employees with a safe and healthy working environment.

督促供应商开展低碳环保实践

Urge Suppliers to Carry Out Low-carbon Practices

本公司投身光伏行业, 推动清洁能源应用, 同时期待本公司供应商在环境方面采取更多行动:

Jinko Solar is dedicated to the photovoltaic industry and advocates for clean energy applications. The Company's suppliers are expected to take more positive environmental actions:

(1) 要求供应商企业遵守所有适用的污染物排放相关法律法规和标准, 在持有相关环境许可和注册证照的基础上, 积极降低经营活动中废水、废气、废弃物以及噪声污染, 保护自然资源与生物多样性;

Suppliers shall comply with all applicable laws, regulations, and standards related to the discharge of pollutants. They should actively reduce wastewater, exhaust gas, waste, and noise pollution in their operations based on holding relevant environmental permits and registration certificates, and protect natural resources and biodiversity;

(2) 要求供应商企业积极使用清洁能源, 设定减排目标, 推进低碳转型, 控制并减少温室□体排放;

Suppliers should actively engage in clean energy, establish emission reduction targets, promote low-carbon transformation, and control and reduce GHG emissions;

（3）要求供应商企业积极推动可持续采购，识别和减缓对社会及气候变化造成的负面影响。

Suppliers should promote sustainable sourcing, identify and mitigate negative impacts on society and climate change.

负责任矿产供应链管理

Responsible Mineral Supply Chain Management

本公司以“零冲突矿产采购及使用”为目标，推进冲突矿产管理工作。基于此目标，本公司定期监测、积极辨识与冲突矿产相关联的采购环节，了解并追踪供应链中所有矿物材料的属性与原产地，并开展下列管理工作：

Jinko Solar aims to strengthen the management of conflict minerals with the goal of "zero conflict minerals sourcing and usage". Based on this goal, the Company actively monitors and identifies the sourcing process related to conflict minerals, understands and tracks the properties and origin of all mineral materials in the supply chain, and carries out the following management activities:

（1）在《供应链合作伙伴行为准则》中明确“不使用、不销售冲突矿产”；

The requirement of "not using or selling conflict minerals" has been emphasized in the COC;

（2）积极推进负责任矿产尽职调查，调查材料显示，本公司采购和使用镀锡铜带，主要涉及锡元素使用，且本公司镀锡铜带供应商均未涉及冲突矿产；

The Company actively promotes responsible minerals due diligence. The documents show that the sourcing and usage of tinned copper strips are the main area with potential risks related to this topic. And none of Jinko Solar's suppliers

of tinned copper strips are involved in conflict minerals;

（3）将镀锡铜带相关供应商纳入重点监管范围，要求所有镀锡铜带供应商每年提供《无冲突矿产申明》，承诺提供给本公司的镀锡铜带非产自受冲突影响的国家和地区，并注明来源地，同时要求镀锡铜带供应商确保锡矿开采活动无侵犯劳工权益的行为，包括但不限于童工雇佣、强迫劳工和不安全的工作条件等；

Tinned copper strips suppliers have been identified as key regulatory targets. These suppliers are required to provide a *Conflict Minerals Free Declaration* every year, confirming that the tinned copper strips provided to Jinko Solar are not from conflict-affected countries and regions, and indicating their source. Additionally, suppliers are also required to ensure that tin mining activities are free from labor rights violations, including but not limited to child labor, forced labor, and unsafe working conditions;

（4）在内部开展冲突矿产识别方法相关培训，提升采购人员对冲突矿产风险的识别、管理与处置能力。

The Company conducts internal training on conflict minerals topic to improve sourcing personnel's ability to identify, manage and dispose of conflict mineral risks.

6. 环境保护

6. Environmental Protection

政策承诺

Policy Commitments

本公司严格遵守《中华人民共和国环境保护法》《中华人民共和国大气污染防治法》《中华人民共和国水污染防治法》《中华人民共和国节约能源法》等法律法规和标准及海外运营当地相关法律法规和标准，规范能源使用与温室气体排放、水资源使用、排放物管理、化学品管理及监管等，并以 ISO 14001 环境管理体系、ISO 50001 能源管理体系等为基础，开展内部环境管理体系和能源管理体系建设及升级工作。

Jinko Solar strictly abides by laws, regulations, and standards such as the *Environmental Protection Law of the People's Republic of China*, the *Air Pollution Prevention and Control Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China*, and the laws, regulations, and standards in overseas operations. Jinko Solar regulates energy usage and GHG emissions, water resources usage, emissions management, chemical management and supervision, etc. Efforts are also made in the construction and upgrading of internal environmental management systems and energy management systems based on the ISO 14001 environmental management system and ISO 50001 energy management system.

我们如何付诸行动

How to Take Actions

能源管理和应对气候变化

Energy Management and Climate Change Response

本公司将气候变化相关议题纳入 ESG 管理重要范畴，由董事长和总经理负责指导气候变化相关议题战略方向，由董事会负责全面监督落实。ESG 管理部负责制定气候变化应对相关战略，并推动战略落地；质量体系管理部负责分解自运营范围内气候变化应对相关战略，监测所有生产基地温室气体排放情况，推动所有生产基地开展减排行动；供应链可持续发展部负责分解供应链气候变化应对相关战略，监测供应商温室气体排放情况，推动供应商开展减排行动。本公司采用国内外通用标准或指引执行温室气体盘查，并由公司汇总披露，其范畴包括：直接温室气体排放、间接温室气体排放与其他间接温室气体排放。

Jinko Solar incorporates climate change-related issues into ESG management. The Chairman and the CEO are responsible for guiding the climate change-related strategic direction, and the Board of Directors is responsible for overseeing implementation. The ESG Management Department is responsible for developing climate change-related strategies and driving their implementation. The Quality System Management Department is responsible for breaking down the climate change-related strategies according to their own job responsibilities, monitoring the GHG emissions of all bases, and promoting the GHG emissions reduction actions of all bases. The Supply Chain Sustainable Development Department is responsible for breaking down the climate change-related strategies at the supply chain, monitoring suppliers' GHG emissions, and promoting suppliers' GHG reduction actions. The Company adopts domestic and international common standards and guidelines to carry out the inventory of GHG, which is summarized and disclosed by Jinko Solar, including direct (Scope 1) GHG emissions, energy indirect (Scope 2) GHG emissions and other indirect (Scope 3) GHG emissions.

本公司时刻注意气候变化对运营活动产生的影响，并根据运营状况及温室气体盘查结果，推进能源结构转型，不断调整清洁能源使用占比。

The Company is constantly concerned about the possible impact of climate change on its operational activities, and promotes the transformation of energy structure and constantly adjusts the proportion of clean energy in accordance with operational status and the results of GHG inventory.

同时，本公司对产品原材料采集、生产加工、流通存储、消费使用、循环利用、最终报废的整个生命周期进行全面、综合、客观地环境影响评价，识别主要影响因素，并采取系列方式管控重点产品全生命周期碳排放，确保产品具有低碳优势。通过提供具有低碳优势的产品，本公司致力于推动可持续消费。

At the same time, a comprehensive and objective environmental impact assessment is performed through the entire lifecycle covering raw material collection, production and processing, circulation and storage, consumption and usage, recycling, and final scrapping. It identifies the main factors that affect the environmental performance of the product lifecycle. A series of methods are employed to control the GHG emissions of core products throughout their lifecycle, to ensure that the products have low-carbon advantage. By providing products with low-carbon advantages, the Company is committed to promoting sustainable consumption.

水资源管理

Water Resources Management

本公司将水资源节约相关要素融入高层决策重要考量，由董事长和总经理负责指导水风险管理战略方向，由董事会负责全面监督水资源战略落实。运营经管中心负责推动水风险识别与分析，实施水资源管理战略，推动所有生产基地开展具体节水项目，监测所有生产基地水资源使用量，并定期与董事会沟通。

The Company incorporates issues related to water conservation into high-level decision-making considerations. The Chairman and the CEO are responsible for guiding the water risk management strategic direction, and the Board of Directors is responsible for overseeing implementation. The Operation and

Management Center is responsible for promoting the identification and analysis of water-related risks, implementing water resources management strategies, promoting specific water conservation projects at all bases, monitoring water usage at all bases, and communicating regularly with the Board of Directors.

本公司所有生产基地水资源管理程序主要遵照内部《能源运行控制程序》（文件编号：JK-IP-039）。本公司明确划分各相关部门职责，积极推进节水技术和设施设备升级，确保水资源管理目标有效达成。本公司遵照《能源运行控制程序》，对所有生产基地面临的水压力进行评估，确保无因缺水而影响生产的事件发生。

The water resources management procedures of all bases are mainly formulated in accordance with the *Energy Operation Control Procedures* (document No. JK-IP-039). Jinko Solar clearly divides the responsibilities of the relevant departments, actively promotes the application of water-saving technologies and the upgrading of facilities and equipment, and ensures that the objectives of water resources management are effectively achieved. In accordance with the *Energy Operation Control Procedure*, the Company assesses the water pressure at all bases to ensure that there are no incidents affecting production due to water shortage.

本公司致力于建立完善的水资源管理体系，全方位推进水资源精益化管理，并将水资源节约理念融入生产运营全流程：

The Company is committed to establishing a sound water resources management system. Jinko Solar integrates the concept of water resources conservation into the entire production and operation process, comprehensively promoting lean management of water resources:

（1）建立覆盖全部运营范围的水资源使用成本核算体系，通过数据传输、建立统计规范等方式，使水资源消耗指标真实、客观反映企业水资源利用现状，同时以月度为单位分析水资源消耗数据，识别关键节水环节并开展专案；

Establish a water resources usage cost accounting system that covers all operational areas, and use data transmission and statistical norms to truly and objectively reflect the current water resources utilization in enterprises with water resources consumption indicators. Analyze data indicators related to water resources consumption on a monthly basis, identify core water-saving aspects and take targeted actions at the same time;

(2) 积极淘汰落后产能设备，通过采用冷却塔浓水回用及空调冷凝水回用、引入变频水处理装置等措施，实现减少自来水用量和降低排污量；

Phase out outdated production capacity equipment, reduce tap water consumption and pollution discharge through cooling tower concentrated water reuse and air conditioning condensate reuse, and introduction of variable frequency water treatment devices.

(3) 在所有生产基地推动策划和实施重点节水系统优化与创新，持续降低生产和工艺系统耗水，同时积极推动水资源循环利用，通过纯水制取、工艺节水、中水回用、雨水回用等升级优化改造技术，持续提升用水效率；

Plan and implement key water-saving system optimization and innovation in all bases, to continuously reduce water consumption in production and process systems. Make efforts in the recycling and utilization of water resources, and continuously improve water efficiency through upgrading and optimizing technologies such as DIW (Deionized Water) production, process water saving, reclaimed water reuse, rainwater reuse, etc.

(4) 在办公环节，开展节水宣教与激励，呼吁全体员工将节水行动落到实处。

On job duty, the Company organizes various forms of activities such as water-saving publicity, education, and incentives, and calls on all employees to put water-saving actions into practice.

本公司将节水完成情况与各部门 KPI 考核挂钩，激励节水行为，并以此作为评比示范基地的重要考核指标之一。

The Company links the water-saving performance with the KPI assessment of each department, motivates water-saving behavior, and takes this as one of the important assessment indicators for evaluating demonstration bases.

在供应商管理环节，基于《供应链合作伙伴行为准则》的要求，本公司面向供应商开展专业化培训与经验分享，推动供应商节约用水、减排污水。

In terms of supplier management, based on the requirements of the COC, the Company conducts professional training and experience sharing for suppliers to promote water conservation and sewage reduction.

排放物管理

Emissions Management

本公司以“严于各运营所在地法定排放标准 20%”为内控要求，开展排放物管理工作，由董事会负责监督目标实施情况，由首席运营官负责目标管理与推进，并将相关内控要求纳入环保岗位员工年度绩效考评：

The Company adheres to the internal control requirement of "being 20% stricter than the statutory emissions standards of each operating location" in emissions management. The Board of Directors is responsible for overseeing the implementation of the goals, and the CEO is responsible for the management and promotion of the goals. Jinko Solar includes relevant internal control requirements in the annual performance evaluation of environmental protection employees:

(1) 所有生产基地严格按照排污许可规定和有关标准规范，依法制定自行监测方案，并根据自行监测方案委托有资质的第三方定期对所有生产基地废气、废水、噪声进行检测，确保监测数据的真实性、准确性，并按规定如实公开污染物排放信息；

All bases of Jinko Solar formulate a self-monitoring plan in strict accordance with the requirements of the emissions permit and relevant standards and

regulations. The Company regularly entrusts qualified third parties to inspect exhaust gas, wastewater and noise of all bases, according to the requirements of the environmental assessment and self-monitoring plan, to ensure the authenticity and accuracy of the monitoring data, and truthfully disclose pollutant discharge information in accordance with the regulations;

(2) 全程管控所有生产基地废气的产生、处理、排放过程，针对废气类型选用专业的处理设施。重点排污单位按法规要求安装自动监测设备，并与生态环境部门监控系统联网。积极配合生态环境部门对各类废气污染物的监督检测工作，确保废气管理依法合规；

The Company conducts full process control over the generation, treatment, and emissions of exhaust gas at all bases, and selects professional treatment facilities for exhaust gas types. The key pollutant discharge units install automatic monitoring equipment in accordance with the requirements of laws and regulations, and network with the monitoring system of the local ecological and environmental department. Jinko Solar actively cooperates with the ecological and environmental department in supervising and testing of various exhaust gas pollutants to ensure that the exhaust gas management complies with the laws and regulations;

(3) 秉持“清污分流、雨污分流、分质处理、一水多用”的原则，制定科学的废水收集处理方案，采用“物化+生化”、酸碱中和等工艺处理废水，并在所有生产基地废水总排口安装在线监测设备，24 小时监控排口水质，确保各基地废水达标排放；

Adhering to the principle of "separation of clean water and sewage, separation of rainwater and sewage, treatment based on of quality, and multiple usages of water", the Company has developed a scientific wastewater collection and treatment plan. The Company uses processes such as "physicochemical + biochemical" and acid-base neutralization to treat wastewater. Online monitoring equipment is installed at all bases wastewater discharge outlet,

where the water quality is monitored 24 hours a day to ensure compliance with discharge standards;

(4) 在所有生产基地采用先进的设备、工艺技术，并强化管理，减少固废产生，同时依据通用要求披露固废产生和处置量。针对运营产生的一般固废，致力于提升一般固废资源化处理水平，持续提升回用或资源化使用比率；针对危险废物，规范收集、贮存、厂内运输过程管理，并按照运营当地法律法规和标准要求，依法合规交由有资质的单位处理，同时定期核实处置单位主体资格和技术能力。

All bases of Jinko Solar adopt advanced equipment and process technology, and reduces the generation of solid waste by strengthening management. The Company discloses the amount of solid waste generated and disposed of in accordance with general requirements. For solid waste generated by operations, the Company is committed to improving the resource-based treatment capacity of general solid waste and continuously increasing the rate of reuse or resource usage. For hazardous solid waste, Jinko Solar manages the collection, storage and in-base transportation process management, and handles it over to qualified companies in accordance with the requirements of local laws, regulations and standards of operation, and regularly verifies the qualifications and capabilities of the disposal companies.

生物多样性

Biodiversity Management

本公司选址建厂时，将生物多样性相关因素纳入考量范畴，减小运营对生物多样性的影响。同时，本公司致力于不断拓展“光伏+”应用方案的聚焦领域，将高效光伏方案与农业、荒漠治理等相结合，不断降低生产运营对环境、自然资源和生物多样性的影响，促进社会与自然和谐共生。

When the Company chooses a base to build a factory, biodiversity-related issues will be taken into account to reduce the impact of its operations on biodiversity. Jinko Solar continues to expand the focus of "photovoltaic +" application solutions. It combines high-efficiency photovoltaic solutions with agriculture, desertification control, etc. Through a series of measures, Jinko Solar continuously reduces the impact of production and operation on the environment, natural resources, and biodiversity, and promotes harmonious coexistence between society and nature.

7. 监督与管理

7. Supervision and Management

本公司及其全球各地子公司所有在职员工（包括全职员工、兼职员工、劳务派遣员工等）、高级管理人员和董事，以及合作伙伴（包括服务提供商、经销商、供货商、顾问、独立承包商等）、终端客户均应知晓并遵守本政策。本公司所有人员以及外部合作伙伴、终端客户均可通过下列途径上报任何实际或可疑违规行为。

All employees of Jinko Solar and its subsidiaries worldwide (including full-time employees, part-time employees, contractors, etc.), senior management and directors, as well as the partners (including service providers, distributors, suppliers, consultants, independent contractors, etc.) and terminal customers should be aware of and comply with this Policy. All personnel of Jinko Solar, as well as external partners and terminal customers, may report any actual or suspected non-compliance through the following channels.

举报热线：021-51808616或内线6616

Reporting Hotline: 021-51808616 or internal line 6616

举报邮箱：jubao@jinkosolar.com

Report Email: jubao@jinkosolar.com

在线举报平台：晶科能源晶彩平台，点击“廉洁晶科”；OA系统监察门户

Online Reporting Platform: Jinko Solar's Enterprise WeChat, click on "Clean Jinko Solar"; OA System Supervision Portal