

晶科能源供应链合作伙伴行为准则

Jinko Solar Supply Chain Partner Code of Conduct

Version 2025

介绍 Introduction

晶科能源肩负着“改变能源结构，承担未来责任”的企业使命，我们坚信通过与供应链合作伙伴们的共同努力，可以一起推动在企业治理，社会与环境方面的负责任表现，携手共建可持续供应链。

At Jinko Solar, we uphold the mission of "Optimize the energy portfolio and take responsibility for enabling a sustainable future". We believe with firm conviction that by joint efforts with supply chain partners, we can advance the agenda of Environmental, Social Responsibility and Corporate Governance, and jointly create a sustainable supply chain ecosystem.

基于此愿景，晶科能源股份有限公司及其关联方（以下统称“晶科能源”）希望通过本供应链合作伙伴行为准则（以下简称“行为准则”），向我们的供应链合作伙伴（以下简称“合作伙伴”）传递相关要求和期望。本行为准则基于相关法律法规以及国际劳工组织（ILO）公约，并参照联合国全球契约组织（UNGC）十项原则、联合国商业指导原则及其他相关倡议建立，适用于晶科能源及其关联方的整条价值链，包括但不限于所有（直接和间接的）原料供应商、服务提供商、经销商、供货商、客户、顾问、独立承包商和其他合作伙伴。

Based on this vision, Jinko Solar Co., Ltd. and its affiliates (collectively "JKS") aims to deliver relevant requirements and expectations to supply chain partners (referred to as "partners") through the following Supply Chain Partner Code of Conduct (referred to as "Partner COC"), which was developed through reference to relevant laws, regulations, the International Labor Organization ("ILO") Conventions, the Ten Principles of the United Nations Global Compact ("UNGC"), UN Guiding Principles for Business and Human Rights, and other proposals. This Partner COC applies to JKS partners throughout the entire supply chain, including but not limited to all raw material suppliers (direct and/or indirect), service providers, distributors, vendors, customers, consultants, independent contractors and other partners.

M. 管理体系 Management System

合作伙伴在与晶科能源合作期间，应确保管理体系：

While in cooperation with JKS, the partner shall ensure that the management system:

1. **合法合规：**符合与晶科能源经营和产品相关的法律、法规及客户要求，并注重公司治理。

Regulatory Compliance: Comply with laws, regulations and customer requirements related to JKS operations and products, and attach importance to corporate governance.

2. **完善体系：**符合本准则，且能够识别并降低相关的经营风险，促进体系的持续改进。

System Improvement: Identify and reduce relevant risk of business operation, and facilitate the

continuous improvement of the system, in accordance with the Partner COC.

3. **尽职调查：**尊重人权，有责任开展尽职调查，以确定、防止、管控和处理由于自身活动和与自己有关系的各方的活动，所导致的对人权的产生的实际或潜在影响。

Due Diligence: Respect human rights and hold the responsibility to conduct due diligence activities to identify, prevent, mitigate and address actual and potential impacts on human rights resulting from one's own activities and the activities of parties related to oneself.

4. **监督审计：**在互相尊重和良好沟通的前提下，配合参与相关的审计项目，以符合晶科能源的监督机制。

Monitoring and Audit: Participate in audit programs in accordance with oversight mechanisms established by JKS with a spirit of mutual respect and active, open communication.

5. **申诉机制：**建立有效的申诉机制，鼓励员工提出意见和建议，对于打击报复行为“零容忍”。

Grievance Mechanism: Establish an effective grievance mechanism, encourage employees to propose suggestions and ideas, and implement a zero-tolerance policy for retaliation in response to employee grievances or suggestions.

S. 社会（劳工权利与健康安全） Social: Labor Rights and Health & Safety

合作伙伴在与晶科能源合作期间，应严格遵守国家法律及相关标准：

While in cooperation with JKS, the partner shall strictly observe national laws and relevant standards:

1. **禁止使用童工：**不得以任何形式雇佣或使用童工，符合国际劳工组织相关公约要求（第 138 号公约和第 182 号公约）。合作伙伴所雇佣的员工必须满足其所适用的法定最低年龄要求。

No Child Labor: Child labor shall not be employed or used in any form, in accordance with relevant ILO Conventions (Convention No.138 and Convention No.182). Partners shall employ only workers who meet the applicable minimum legal age.

2. **禁止强迫劳动：**杜绝使用任何形式的强迫劳动，符合国际劳工组织相关公约要求（第 29 号公约和第 105 号公约），包括但不限于监狱劳工，被贩卖的劳工，受契约或债务约束的劳工。确保每位员工享有行动自由；无需为其受雇支付招聘费或其他相关费用；保有或能随时获取其身份证明和旅行文件。

No Forced Labor: Strict prohibition of any form of forced labor, in accordance with relevant ILO Conventions (Convention No.29 and Convention No.105), including but not limited to prison labor, trafficked labor, indentured or bonded labor. Each employee shall be ensured with the right to freedom of movement. There shall be no incurrence of fees or charges during the recruitment process. Employees shall be able to keep or access their identification and traveling documents at any time.

3. **反骚扰和虐待，反歧视：**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行为（公司不得因人种、肤色、年龄、性别、性取向、性别认同或性别表现、种族或国籍、身心障碍、怀孕、宗教、政治派别、工会成员身份、受保护的退伍军人身份、受保护的遗传信息或婚姻状况等在招聘和雇佣过程中，如工资、晋升、奖励和培训机会等方面歧视或骚扰员工）；保障员工在用工范围内的平等权利，包括结社自由、参与集体谈判的合法权利；尊重和保护弱势群体，如妇女和儿童、残障人员、原住民、移民工

人及其家庭、少数民族等。

Anti-harassment and Abuse, Anti-Discrimination: All forms of harassment and abusive behaviors are strictly forbidden. Zero tolerance to any form of employment discrimination (Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training), Employee's equal rights within the scope of employment shall be guaranteed, including the legal rights of Freedom of Association (FOA)、participating in collective bargaining. Protect vulnerable groups such as women and children, people with disabilities, indigenous people, migrant workers and their families, and ethnic minorities.

4. **体面工作：**根据相适用的相关法律法规要求，保障员工获得合理的休息时间和薪资福利。合作伙伴应确保员工的加班工作是出于自愿的，且按照相关法规要求支付加班费用。

Decent Work: Ensure that employees receive adequate rest time and compensation and benefits, in accordance with the requirements of applicable laws and regulations. All overtime must be voluntary. Employees shall be compensated in accordance with applicable law for any overtime work which they agree to perform.

5. **公民权利和政治权利保护：**尊重生命权，保护言论和表达自由。员工不受国界限制，具有通过任何方式寻求、接收、传播信息和思想的自由。

Protection of civil and political rights: Respect the right to life and protect freedom of speech and expression. Employees are not restricted by national boundaries and have the freedom to seek, receive and disseminate information and ideas through any means.

6. **职业健康与安全：**严格遵守安全、职业健康法律法规，建立完整的管理体系，为员工提供安全健康的生产工作环境。需确保向员工所提供的住宿场所安全，干净，并拥有齐备的基本设施。

Occupational Health and Safety: Strictly adhere to laws and regulations on safety and occupational health, establish a comprehensive management system to ensure a safe and healthy working environment for employees. All worker housing provided by an employer shall be safe clean and adequate.

7. **消防与设施安全：**保证所有消防系统及各类设备设施符合相关安全标准要求，确保安全运行，避免事故发生。

Fire and Facility Safety: Ensure that all fire protection systems and various types of facilities and equipment meet the requirements of relevant safety standards, ensure safety operation, and avoid accidents.

8. **技能培训与沟通：**在平等和非歧视的基础上，提供技能培训和职业晋升的机会；创造就业机会和技能培训，确保被裁员的工人获得接受再教育、培训和咨询方面的帮助；以员工的母语或员工能够理解的其他语言向员工提供适当的工作场所健康与安全方面的信息和培训。

Training and Communication: Provide opportunities for skills development, training and career advancement on the basis of equality and non-discrimination; create job opportunities and provide skills training, and ensure that laid-off workers receive assistance in terms of receiving re-education, training and consultation; provide employees with appropriate workplace health and safety information and training in their mother tongue or other languages that they can understand.

E. 环境 Environment

合作伙伴在与晶科能源合作期间，应关注和保证员工的健康安全，保护环境，减少影响，建立可持续的环境、健康与安全管理体系：

While in cooperation with JKS, the partner shall protect the environment, mitigate impacts, and establish a sustainable management system for environment, health and safety:

1. **环境保护：**持有相关的环境许可和注册证照。降低经营活动中的废水、废气、废弃物以及噪声污染，保护自然资源与生物多样性，承诺不随意砍伐森林资源，避免对运营地生态环境造成破坏。

Environment Protection: Maintain all required environmental permits and registrations. Reduce pollution of wastewater, exhaust gas, waste and noise in business activities, and protect natural resources and biodiversity, promise not to cut down forest resources at will, and avoid causing damage to the ecological environment of the operation site.

2. **温室气体与能源管理：**设定减排目标，推进行动计划，控制并减少温室气体排放；积极开发新能源，开展节能技改，优化能源结构，建设节能型企业。

Greenhouse Gas and Energy Management: Set emission reduction targets, implement action plans, monitor and reduce greenhouse gas emission. Actively develop new energy sources, carry out energy-saving technological renovations, optimize the energy structure, and build energy-saving enterprises.

3. **资源效率：**提升能源资源利用效率，减低经营活动中的能源、水、原材料等资源消耗。

Resource efficiency: Enhance the utilization efficiency of energy and resources, and reduce the consumption of energy, water, raw materials and other resources in business activities.

4. **水资源管理：**关注供应链企业节水行动，要求供应商保护水资源，共建节水型企业。

Water resource management: Focus on water-saving initiatives of supply chain enterprises, and require suppliers to protect water resources and jointly build water-saving enterprises.

5. **可持续采购：**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。

Sustainable Procurement: Promote sustainable procurement, identify and reduce the adverse impact on society and climate change.

B. 商业道德 Business Ethics

合作伙伴在与晶科能源合作期间，在所有商业交往中都应诚实公开，秉承诚信标准：

While in cooperation with JKS in all business activities, the partner shall uphold the principles of honesty, transparency and trust:

1. **反贿赂、反腐败：**要求供应商制定反腐败政策并定期开展内审、积极参与外审。禁止任何形式的贿赂、贪污腐败、敲诈勒索；杜绝不公平或非法的商业行为。禁止任何形式的非法同谋活动。

Anti-Bribery and Anti-Corruption: Suppliers should formulate anti-corruption policies, conduct regular internal audits, actively participate in external audits. All forms of bribery, corruption, extortion, and unfair or illegal business practices shall be prohibited. Prohibit any form of illegal conspiracy activities.

2. **尊重知识产权：**应尊重并保护知识产权，确保仅在授权范围内使用。

Respect of Intellectual Property: Respect and protect IP right, and ensure its use within the scope of authorization.

3. **信息与网络安全及隐私保护：**关注网络安全，确保不发生重大网络安全事故；依据适用的数据保护法对员工和其他第三方个人数据进行处理（包括收集、使用、保护和销毁个人数据）；尊重并保护晶科能源的数据信息，未经晶科能源明确书面同意，不得私下向任何第三方转移信息。

Information and Network Security and Privacy Protection: Pay attention to network security to ensure that no major network security incidents occur; handle the personal data of employees and other third parties (including the collection, use, protection and destruction of personal data) in accordance with applicable data protection laws; respect and protect the data information of JKS, and do not transfer information to any third parties privately without JKS explicit written consent.

4. **利益冲突：**制定利益冲突政策，规避一切形式的利益冲突及相关不当行为，规范员工职责的界限。

Conflict of Interest: Formulate a conflict-of-interest policy to avoid all forms of conflicts of interest and related improper behaviors, and standardize the boundaries of employees' responsibilities.

5. **反垄断与不正当竞争：**应通过公平竞争获取商业机会，不得采取垄断、欺诈、操纵价格或其他任何可能妨碍市场竞争的行为。

Anti-monopoly and Anti-unfair Competition: Business opportunities should be obtained through fair competition, and no monopolistic, fraudulent, price-manipulating or any other behavior that may impede market competition should be adopted.

6. **出口管制：**严格遵守业务所在国或区域适用出口管制法律法规，关注法规变化，及时、动态调整公司相关合规管理政策，实现各业务环节的出口管制合规管理与监督。

Export Control: Strictly comply with the export control laws and regulations applicable in the country or region where the business is conducted. Pay attention to changes in the regulations and adjust the company's relevant compliance management policies in a timely and dynamic manner to achieve compliance management and supervision of export control in all business processes.

7. **透明供应链&负责任采购：**应依据晶科能源合理要求，如实准确的披露其整个供应链上的供应商制造及产销信息，禁止伪造或虚编信息。合作伙伴在其自身供应链推广负责任采购的理念，鼓励其上游供应商亦承担相应的社会，环境和商业道德责任；不使用、不销售“冲突矿产”，并根据晶科能源要求提供

尽职调查措施及结果。

Supply Chain Transparency & Responsible Procurement: Truthfully and accurately disclose the manufacturing, production, and sales information of suppliers throughout its supply chain, in accordance with the reasonable requirement of JKS. Any falsification or fabrication of information is prohibited. Promote responsible sourcing in own supply chain, encourage upstream suppliers to take the social, environmental & ethical responsibilities; No use or trading of "conflict minerals" and provide due diligence measures and results as required by JKS.

8. **产品完整性:** 通过提供可追溯性审核、生产记录和系统演示等方面的相关生产信息, 确保在晶科能源生产基地内, 整个产品生命周期内的产品完整性。

Product Integrity: Ensure product integrity crossing whole product lifecycle within JKS production facilities through providing relevant production information in terms of traceability audit, production records and system demonstration.

9. **产品可追溯性:** 通过明确的可追溯性证据支持和现场审核, 提供符合客户和市场需求的合规性产品。

Product Traceability: Provide compliance products with complying with customer and marketing requirement through clear traceability evidence supporting and onsite audit.

其它 Others

报告机制: 对于违反本行为准则或者任何适用法律法规的一切实情或者嫌疑, 合作伙伴均有义务报告, 必须向晶科能源披露所有该等情况。若希望匿名举报, 可将有关违规嫌疑的情况或者其他投诉或涉及的问题报至: jubao@jinkosolar.com。公司承诺严格保密举报人身份信息及举报内容。

Reporting Mechanisms: Partners have duty to report all suspected or actual violations of the Partner COC, or of any applicable laws and regulations. You must make all such disclosures to JKS. If you wish to report any such matter anonymously, you may do so by submitting a report of the suspected violation or other complaint or concern to: jubao@jinkosolar.com. JKS promises to strictly keep the identity information of the whistleblower and the content of the report confidential.

总结 Summary

通过签订此行为准则, 晶科能源期望供应链合作伙伴尊重并遵守相关约定; 同时, 也期望合作伙伴尽合理的努力, 推动其上游伙伴亦遵守与本行为准则相适应的要求, 为了帮助合作伙伴更好的理解与执行该行为准则, 晶科能源制订了相关指引文件, 并保证其实时更新。晶科能源期望我们的合作伙伴在其业务运营的相关范围内依据相关指引实施本行为准则, 共同打造负责任的可持续供应链!

By signing this Partner COC, JKS expects all supply chain partners to acknowledge and adhere to the aforementioned agreements, meanwhile also expects our partners, with commercial efforts, to trickle up requirements consistent with this Partner COC to their upstream partners. To assist Partners in

understanding and implementing this Partner COC, JKS has built Jinko Solar Supply Chain Partner Code of Conduct Guidelines, which may be updated from time to time. JKS expects Partners to implement this Partner COC in accordance with these guidelines to the extent relevant to its business operations. Together, we can create a responsible and sustainable supply chain ecosystem!