

JinkoSolar Labour Principles Report





Jinkosolar abides by local labor laws and regulations in all countries and regions where we operate, and upholds the human rights of workers, including regular, contract and temporary employees, and interns. We aim to encourage the construction of workplaces where employees are treated with dignity, company operations are executed ethically, and safety is prioritized.

Guided by the core value of commitment, Jinkosolar considers employees as its most important asset, offering them meaningful job responsibilities, a safe and healthy work environment, and rewarding compensations and benefits. At the same time, Jinkosolar encourages employees to achieve work-life balance by engaging with family, friends, and personal interests. As UNGC member, Jinkosolar will continue to enforce its human rights policy in accordance with the United Nations Guiding Principles on Business and Human Rights.

Human Rights Risk Mitigation

As the world's leading solar module producer, Jinkosolar is committed to building a safe work environment for its employees, respecting and protecting the dignity of its employees, protecting the environment, and enforcing strict ethical standards. To these ends, Jinkosolar has become a member of EcoVadis, the world's largest and most trusted provider of business sustainability ratings! conducting due diligence to ensure that its code of conduct complies with UN SDGs and the ten principles of the UNGC.

Using EcoVadis' self-assessment questionnaire (SAQ), Jinkosolar conducts annual assessments to identify internal operations bearing the highest social, environmental, and moral hazards. In 2020, Jinkosolar's all nine facilities worldwide scored over 50 on SAQ, outperforming its most competitors. Between 2020-2021, Jinkosolar commissioned a third-party institute trained in social and environmental audit to conduct CSR audits on its factories in addition to annual SAQ assessment.

On March 14, 2022, Jinkosolar receives UNGC Best Practices Sustainable Award 2021. The award nominees underwent a rigorous and documented process of successive stages of short-listing by multi-disciplinary experts, who assessed the performance of companies in each of the four areas of the UN Global Compact, namely Human Rights, Environment, Labor and Transparency.

WE SUPPORT



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Business Sustainability Ratings

Safe and Healthy Workplace

- * Provide annual physical examination free of charge to all employees.
- * Implement occupational disease prevention and promote physical and mental health of employees.
- * Regular meetings on occupational health management. Participating members include ESH, factory directors, the Human Resources functions, and the Wellness Management Section.
- * Allocate exemplary-qualified medical personnel to provide adequate medical assistance and health services.
- * Provide compensatory leave and subsidies according to laws and regulations.

In 2020, Jinkosolar established a Disease Control Committee charged by HR and Administration Department in response to the Covid-19. The purpose is to design prevention measures based on changing situations, encourage remote working or communication via internet/zoom system, to maintain day-to-day operation meanwhile to minimize the risk of transmission, providing a safe and healthy working environment for all personnel.

Establish "COVID-19 Epidemic Preventive Newsletter", with simple and clear thematic graphics to deepen the concept of epidemic preventive measures among employees, including "Avoid Crowds", "Wearing Masks", "Outing Guidelines", "Home Epidemic Prevention Campaign" etc. online while posting Epidemic Prevention posters to remind employees to abide government regulations and company's epidemic control measures.

For those high risk area, HR and Admin Dept. arrange food delivery for isolated employees. As the employees stay at home to blunt the impact of the virus, the Company will assist delivery services for meals and groceries, basic life and entertainment resources, avoid going out and simply get a comforting respite in these stressful times.



Physical & Mental Health and Work-life Balance in Employeee

For Jinkosolarers, life with fulfillment is as important as career accomplishments. From daily life to spiritual level, we take care of employees' physical and mental needs, and provide various options for relaxation.

- * Provide a variety of activities, including art activities, family day, sports day, jogging events, a variety of ball games, picnic fun, volunteer program, and parent-child activities.
- * In each factory, HR and Admin Department provides a platform for employees who have similar interests to form or attend clubs, such as running, cycling, dance, yoga, calligraphy, reading, music and others. Through this channel, our employees can cultivate interests after work, and gain opportunities to develop relationships with one another.
- * Examine the participation rates, and collaborate with activity organizers to promote activities and encourage participation.
- * Internal communication channels include the Employee Opinion Box, CEO Box. There are also regular communication meetings for employees to report any issues.



Non-discrimination & Equal Employment Prohibit Forced Labor Opportunity

- * Strictly comply with government labor laws and regulations, international labor standards.
 - * Implement the non-discrimination policy in the Jinkosolar Candidate interview and hiring process - one does not and shall not discriminate on the basis of race, social class, language, belief, religion, political preference, nationality, birth place, gender, age, marital status, pregnancy, physical appearance, or disability.
 - * Include the non-discrimination policy in training courses for Human Resources managers.
 - * Internal or external people can file a complaint through Jinkosolar official website or Employee Opinion Box & CEO Box.
- Jinko provides all employees with written employment contracts in their native language to make sure employees can understand the terms of employment contracts. The counter-signed rate is 100%. Jinkosolar respects each employee's willingness and decision of retention, termination, internal job transfer, or resignation within or after contract period.

- * In strict compliance with government labor laws, international labor standards, Jinkosolar will not force nor threaten any non-willing personnel to work or provide service for the company or carry out work-related tasks
- * Work regulations stipulate that should the need for overtime work arise, employee consent must be received. Following overtime work, overtime pay or compensatory leave must be provided to employees
- * Jinkosolar has established internal inspection systems to control and monitor working hours, and internal communication channels in all factories to raise awareness and inspect for any forced labor
- * Internal communication channels include the Employee Opinion Box /CEO Box and the Whistle Blowers System. There are also Labor Union Meeting for employees to report any issue.

Prohibit Child Labor

- * Strictly comply with government labor laws and regulations, prohibiting acceptance of applicants under 18 years old
- * Applicants are required to show identity documents, such as a National Identification Card, National Health Insurance Card, to prove they are over 18 years old
- * From the beginning of recruitment, all Jinkosolar's hiring procedures are to comply with the law and eliminate child labor issues
- * Internal or external people can file a complaint through Jinkosolar official website or Employee Opinion Box & CEO Box.



Workforce Structure

At the end of 2021, there were a total of 34,801 employees at Jinkosolar globally, including 24,721 male employees, and 10,080 female, accounting for 71.04% and 28.96% respectively.

50.02% of Jinkosolar employees are under age of 30, 48.85% are between 30-50, and 1.13% are over 50.

There are 891 in manager-and-above position, among which 163 are female, representing 18.29%.

Paid Leave and Parental Leave

To provide employee with sufficient support facing work-life dilemma, Jinkosolar offers employees paid annual leaves and parental leaves in accordance with local laws and regulations, and provides a comprehensive leave policy. Employees have flexibility in making use of their leaves to fulfil both individual and family needs. In addition to paid annual leaves, leaves for marriage / childbirth / funerals, employees can also apply for half paid or unpaid leaves for sick leaves and personal affairs.

Employee Welfare and Benefits

To motivate employees to strive for the Company's long- term development, Jinkosolar offers employees welfare and benefits, including holidays, insurance, pensions, financial assistance for encountering difficult circumstances.

In regards to disaster relief, Jinkosolar Employee Welfare Committee has set up a disaster relief funding program since 2012 which provided over 500 employees with a total of over 6 million RMB to mitigate the impacts of the disaster and assist employees to continue working without worry about family.



Jinkosolar highly values employee opinions and rights and provides several communication channels. A number of channels were managed by the highest level executives of the HR Department, operate in a fast and confidential way to create a transparent and conducive environment for communication between managers and their staffs, and colleagues.

Employee Voice Channels includes



1. Fab Caring Circle: Various Issues in factories, Factory Directors in charge
2. Employee Opinion Box: Various Issues in Factory, Factory HR Director in charge
3. Wechat Senior Management Express: Personal and work-related Issues, HR Director in charge
4. Ombudsman System: Major management errors / Workplace violence and other wrongdoings issue, Legal VP in charge

Moreover, Jinkosolar has formed labor unions in each factory, holding regular labor-management meetings, reporting business operation updates to employees, and inviting employees to discuss labor conditions and labor welfare. In 2020, to ensure effective communication between management level and employee, Jinkosolar held Town Hall Meeting convened by Chairman, face to face meeting with labor representatives elected from all factories

