



——人权政策

Human Rights Policy

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作为一家新能源高新技术企业，固德威科技股份有限公司（简称固德威）在全公司范围内倡导和鼓励尊重人权。固德威还期望各级管理人员和员工尊重所有利益相关者的人权，以确保所有利益相关者群体的基本权利得到平等尊重。

As a new energy high-tech enterprise in China and abroad, the GoodWe Technologies Co., Ltd., or GoodWe, promotes and encourages respect of human rights throughout the company. GoodWe also expects executives and employees in all levels to respect human rights of all stakeholders in order to ensure that the basic rights of all stakeholder groups are respected equally.

本人权政策适用于固德威拥有管理控制权的所有公司。此外，该政策鼓励合资企业、业务合作伙伴、供应商和所有利益相关者了解本政策中表述的原则并按照该原则行事：This Human Rights Policy applies to all companies where GoodWe has management control. Additionally, the Policy encourages joint ventures, business partners, suppliers, and all stakeholders to be aware of and act in alignment with the principles expressed in this Policy:

- 在所有商业活动中遵守本人权政策，并符合《联合国世界人权宣言》(UNDHR) 和国际劳工组织核心公约 (ILO 公约)。

Adherence to this Human Rights Policy in all business activities in alignment with the United Nations Universal Declaration of Human Rights (UNDHR) and the Core Conventions of the International Labor Organization (ILO Conventions).

- 开展所有业务活动时，避免直接和/或间接对权利持有人(如员工、社区、供应商和业务伙伴的利益相关者以及客户)的人权造成不利影响。

Conducting all business activities while avoiding directly and/or indirectly creating adverse impacts towards the human rights of rights holders, such as employees, communities, stakeholders of suppliers and business partners, and customers.

- 平等维护所有权利的人权和人格尊严。

Upholding human rights and the human dignity of all rights holders equally.

- 检查其所有业务活动中的人权问题，包括自身运营的直接影响以及固德威可能参与或在每个运营领域发挥支持作用的影响。

Inspecting human rights issues in all of its business activities, including direct impacts from own operations and impacts that GoodWe may be involved in or have a role in supporting in every area of operation.

- 沟通并确保其业务价值链中的所有利益相关者，包括子公司、合资企业、供应商和

业务合作伙伴的理解。

Communicating and ensuring understanding for all stakeholders in its business value chain, including subsidiaries, joint ventures and suppliers and business partners.

固德威管理层应持续推动和支持所有必要的活动，以实现上述政策所概述的结果。

GoodWe's Management shall continuously drive and support all necessary activities to achieve the results outlined above by the policy.

本政策经董事会批准，自 2023 年 9 月 7 日起生效。

This policy was approved by the Board of Directors effective 7 September, 2023.

黄敏

Min Huang

董事长兼总经理

Chairman of the Board of Directors and President

日期：2023 年 9 月 6 日

Date: 2023/9/6