



# 社会责任政策

SOCIAL ACCOUNTABILITY POLICY

## **社会责任政策-SA8000**

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- 一、固德威选择采用SA8000:2014管理体系，根据相同的标准和现行法律，定义和实现社会责任政策，其代表本组织员工开展的所有活动的核心。

GoodWe has chosen to adopt a SA8000:2014 Management System, according to the same Standard and to the current legislation, defining and realizing a Policy of Social Responsibility that represents the core of all the activities performed by the workers of the Organization.

- 二、固德威根据公司价值观，将以下视为优先事项：

GoodWe according to the company values, considers it a priority:

1. 除SA8000:2014标准的所有要求外，还尊重其中提到的有关劳工保护的国家和超国家法律（国际劳工组织公约、世界人权宣言、联合国儿童权利公约、儿童权利公约、消除对妇女一切形式的歧视公约等、国家集体劳动合同及其道德守则的原则；

Respect, in addition to all the requirements of the SA8000:2014 Standard, the national and supranational laws on the protection of labor mentioned therein (ILO Conventions, Universal Declaration of Human Rights, United Nations Convention on the Rights of the Child, Convention on the Elimination of All Forms of Discrimination against Women...) the National Collective Labor Contract and the principles of its Code of Ethics;

2. 通过应用和披露SA8000:2014标准的原则和内容以及持续改善员工的工作条件，确保对社会责任的承诺；

Ensure its commitment to Social Responsibility through the application and disclosure of the principles and contents of the SA8000:2014 Standard and the continuous improvement of the working conditions of its employees;

3. 通过培训、信息、意识，不断采取行动，促进所有员工的参与、激励和专业精神的发展；

Act constantly for the involvement, motivation and development of the professionalism of all staff, through training, information, awareness;

4. 启动与固德威所有内外部利益相关者就SA8000标准进行沟通和对话的系统，以了解他们的需求和期望，传播公司政策并提高对社会责任问题的认识；

Activate a communication and dialogue system with all internal and external stakeholders of GoodWe in relation to the SA8000 Standard, in order to detect their needs and expectations, disseminate the Company Policy and raise awareness on the issues of Social Responsibility;

5. 通过在制定和实施其战略时考虑可持续发展的概念以及其活动所产生的社会、环境和经济影响，提高所在社区利益相关者的生活质量；

Improve the quality of life of the stakeholders of the community in which it is established by taking into consideration, in the definition and implementation of its strategy, the concept of

sustainable development, the social, environmental and economic impacts deriving from its activities;

6. 选择和评估供应商时考虑其遵守SA8000:2014标准要求的承诺，排除那些使用或鼓励使用童工的供应商；

Select and evaluate suppliers taking into account their commitment to comply with the requirements of the SA8000: 2014 Standard, excluding those that make use of or encourage the use of child labor;

7. 通过编制和传播年度可持续发展报告披露所做出的承诺和取得的成果。

Disclose the commitments undertaken and the results achieved through the preparation and dissemination of the annual Sustainability Report.

- 三、高级管理层根据遵守标准要求的承诺，为实现社会责任政策实施中确定的目标提供充足的资源，并通过成立一个常设工作组，负责监督标准内容的遵守情况，并提出持续改进的措施。

The Senior Management, in line with the commitment undertaken to comply with the requirements of the Standard, makes adequate resources available for the pursuit of the objectives defined in implementation of the Social Responsibility Policy, also through the establishment of a permanent work group to which it is assigned the specific task of supervising the compliance with the contents of the Standard and proposing actions for continuous improvement.

- 四、固德威监管、确保和保证标准要求的实施：

GoodWe regulates, ensures and guarantees the implementation of the requirements of the Standard in relation to:

**1. 尊重自由和尊严Respect for freedom and dignity**

禁止对任何员工或同事进行任何形式的身体、肉体或精神胁迫、言语辱骂或任何侵犯个人尊严的行为。

It is forbidden to use any form of physical, corporal or mental coercion, verbal abuse or any abuse against the personal dignity of any employee or colleague.

**2. 童工和未成年工Child and under-age labor**

固德威不会使用童工。“童工”是指未满十六周岁、未满义务教育年龄、未满国家规定的最低就业年龄的就业人员。我们支持使用合法的工作场所学徒、实习和其他类似计划，并遵守适用于此类计划的所有法律和法规。

GoodWe will not use child labor. The term "child" refers to any employed person under the age of 16, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace apprenticeship, internship and other similar programs that comply with all laws and regulations applicable to such programs.

**3. 强迫劳动Forced labor**

拒绝使用强迫或强制劳动。

Refusal to employ forced or compulsory labor.

禁止违背劳动者意愿强迫或强制劳动，禁止在威胁和惩罚的情况下使用任何形式的劳动。

It is forbidden to employ people against their wishes and to use any form of labor under threat or punishment.

#### **4. 健康和安全Health and Safety of Workers**

工作场所的健康和安全权利

Right to health and safety in the workplace

固德威提供安全的工作场所，特别是在评估和管理风险以及适当的培训计划方面。

GoodWe provides a safe workplace, in particular with respect to the careful assessment and management of risks and an appropriate training program.

固德威已任命一名健康与安全代表，负责监督风险评估的遵守情况。

GoodWe has appointed a Health and Safety Representative who is responsible for supervising compliance with the provisions of the Risk Assessment.

#### **5. 结社自由Freedom of Association**

尊重组织和集体谈判的权利

Respect of the right to organize and bargain collectively

固德威不会阻止员工选举工会代表、工人代表或加入工会。

GoodWe will not prevent its employees from electing trade union representatives, worker representatives or joining trade unions.

工会代表、工人代表不会受到歧视，集体谈判将受到鼓励。

Trade union representatives and worker representatives will not be subject to discrimination and collective bargaining will be encouraged.

#### **6. 工作时间和报酬Working Hours and Remuneration**

获得公平工资和体面工作时间的权利

Right to a fair wage and decent working hours

正常工作每周不应超过48小时。

Normal work should not exceed 48 hours per week.

固德威尊重员工获得生活工资的权利，并保证一个标准工作周(不含加班时间)的工资总能至少达到法定、集体谈判协议(如适用)或行业最低工资标准的要求，而且满足员工的基本需要，以及提供一些可随意支配的收入。

GoodWe respects the right of personnel to a living wage and ensure that wages for a normal work week, not including overtime, shall always meet at least legal or industry minimum standards, or collective bargaining agreements (where applicable). Wages shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.

#### **7. 同工同酬和歧视Equal Remuneration and Discrimination**

男女同工同酬和不受歧视的权利

Right to equal pay for men and women and to non-discrimination

禁止采取任何损害男女同工同酬权利的不公平做法。在招聘和解雇以及在晋升和培训方面，必须尊重机会均等的权利。

It is forbidden to undertake any unfair practice which prejudices the right of equal pay for men and women doing equal jobs. The right to equality of opportunity must be respected in relation to recruitment and dismissal and with respect to promotion and training.

禁止基于种族、性别、年龄、宗教、政治见解、国籍或社会阶层实行任何形式的歧视，包括排斥或优惠待遇。

It is forbidden to practice any form of discrimination, including exclusion or preferential treatment, on the basis of race, gender, age, religion, political opinion, nationality or social class.

## **8. 惩罚措施Disciplinary Practices**

固德威给予所有员工尊严与尊重。公司不得参与或容忍对员工采取体罚、精神或肉体胁迫以及言语侮辱的行为，不允许以粗暴、非人道的方式对待员工。

GoodWe treats all personnel with dignity and respect. GoodWe shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

## **9. 社会责任管理体系Social Accountability Management System**

持续监测和改善Continuous Monitoring and Improvement

固德威承诺GoodWe undertakes to:

- (1) 定义并持续更新本社会责任政策，并实施SA8000标准的所有要求，以及所有相关的国家和国际标准。

Define and continuously update this SOCIAL ACCOUNTABILITY POLICY and to implement all the requirements of the SA8000 STANDARD, as well as all related national and international standards

- (2) 明确定义并记录角色、职责和权限。

Define clearly and document roles, responsibilities and authorities.

- (3) 定期检查体系的有效性，必要时采取适当的纠正和预防措施，以期持续改进。

Examine periodically the effectiveness of the System and take appropriate corrective and preventive action, if necessary, with a view to continuous improvement.

- (4) 通过编制年度SA8000报告，并将结果与内部和所有其他利益相关者进行沟通，以记录与标准所有要求相关的绩效。

Document performance in relation to all the requirements of the Standard by preparation of an annual SA8000 Report and communication of the results both internally and to all other stakeholders.

- (5) 确保所有员工都接受了有关标准要求的充分培训，并建立了监控SA8000体系有效性的体系。

Ensure that all staff received adequate training on the requirements of the Standard and that a system is developed for monitoring the effectiveness of the SA8000 System.

- (6) 建立社会绩效团队并促进社会责任工人代表的任命。

Establish a Social Performance Team and facilitate the appointment of a Workers' Representative for Social Accountability.

- (7) 根据供应商满足标准要求的 ability 来选择和评估供应商。

Select and assess suppliers on the basis of their ability to meet the requirements of the Standard.

- (8) 发现不合格项后计划并实施适当的纠正措施。

Plan and implement appropriate corrective actions following the identification of non-conformities.

五、**董事会**已采取以下举措，以确保本政策在公司内部各级和固德威全体员工中得到理解、实施和支持：

The **Board of Directors** has put in place the following initiatives in order to ensure that this POLICY is understood, implemented and supported at all levels within the company and by all staff of GoodWe:

1. 实施符合SA8000标准的社会责任管理体系。

Implementation of a Social Accountability Management System in compliance with the SA8000 Standard.

2. 展示本政策的副本供所有员工查看。

Display of a copy of this Policy for all staff to see.

3. 员工培训和SA8000手册的分发。

Staff training and distribution of the SA8000 Manual.

4. 准备年度SA8000报告并公布其中的要点。

Preparation of an annual SA 8000 Report and publication of the salient points from it.

六、固德威的员工在工作中追求持续的质量改进，并提出追求这种质量改进的工具和想法方面发挥着重要作用。固德威员工及其他利益相关方可通过以下方式正式提出投诉或建议：

It should be noted that the employees of GoodWe have an important role in pursuing continuous quality improvements in their work and proposing instruments and ideas for pursuing such quality improvements.

Employees of GoodWe and other stakeholders can lodge complaints or make suggestions formally in the following ways:

1. 向社会绩效团队提交Submission to the Social Performance Team

2. 通过SA8000工人代表提交Submission through the SA8000 Workers' Representative

3. 向固德威举报窗口提交Submission to the channels for whistle blowing/ notification:

- (1) phone: 0512- 69582203
- (2) email: [GOODWE-Admin@goodwe.com](mailto:GOODWE-Admin@goodwe.com)
- (3) 飞书公司圈Feishu Company Circle
- (4) 树洞信箱 email: [Sdxx@goodwe.com](mailto:Sdxx@goodwe.com)

Concerning the complaint on SA8000 issue, please contact with us:

关于SA8000问题的抱怨或建议, 请联系我们:

Organization 办事机构	Contacts 联系方式
SGS Affiliate in China SGS 在中国联系方式	<a href="mailto:CNSSC.integrity@sgs.com">CNSSC.integrity@sgs.com</a>
SGS SA8000 Accreditation office SGS SA8000 认证办公室	<a href="mailto:sa8000@sgs.com">sa8000@sgs.com</a>
SAAS contact information SAAS 认可委的联系方式	Lisa Bernstein Program Manager 程序经理 Fax 传真: +1-212-684-1515 E-mail 邮箱: <a href="mailto:LBernstein@saasaccreditation.org">LBernstein@saasaccreditation.org</a>
SAI Contact Information SAI 标准委员会的联系方式	Executive Director, SAI 9 East 37th Street, 10th Floor New York, NY 10016 Tel: +1 (212) 684-1414 Email: <a href="mailto:info@sa-intl.org">info@sa-intl.org</a>

批准

For Approval

黄敏-董事会主席

Min Huang-Chairman