



——反奴隶制和人口贩卖声明

Anti-Slavery and Human Trafficking
Statement

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《2015 年现代奴隶制法案》(“该法案”) 于 2015 年 10 月 29 日生效, 要求某些企业披露其在上一财政年度为确保奴隶制和人口贩运不会在其供应链内以及其自身组织内发生而采取的措施的信息 (如有)。作为一家跨国公司, 固德威科技股份有限公司, 包括其子公司, 致力于良好的企业公民意识和最高的道德标准。

The Modern Slavery Act 2015 (“the Act”) came into effect from 29 October 2015 and requires certain businesses to disclose information regarding the steps, if any, they have taken to ensure slavery and human trafficking are not taking place within their supply chain as well as within their own organization during the previous financial year. As a multi-national corporation, GoodWe Technologies Co.,Ltd., including its subsidiaries, is committed to good corporate citizenship and the highest ethical standards.

1. 固德威的组织、产品和供应链 GOODWE'S ORGANIZATION, PRODUCTS, AND SUPPLY CHAIN

固德威技术股份有限公司 (科创板股票代码: 688390) 成立于 2010 年, 总部位于苏州高新区, 是一家以新能源电力电源设备的转换、储能变换、能源管理为基础, 以降低用电成本、提高用电效率为核心, 以能源多能互补、能源价值创造为目的, 集自主研发、生产、销售及服务为一体的高新技术企业, 主营业务产品包括光伏并网逆变器、光伏储能逆变器、智能数据采集器以及智慧能源管理系统。我们的客户遍布全球 100 多个国家, 目前全球员工总数超 4600 人, 其中核心研发人员超 700 人, 并拥有约 326 家供应商, 依托已有资源优势, 以极致化的光伏产品和服务, 引领行业发展。

GoodWe Technology Co., Ltd. (Science and Technology Innovation Board stock code: 688390) was established in 2010 and is headquartered in Suzhou High-tech Zone. It is a company based on the conversion, energy storage conversion and energy management of new energy power equipment to reduce energy consumption. It is a high-tech enterprise that integrates independent research and development, production, sales and service with the core of electricity cost and improvement of electricity efficiency, with the purpose of energy multi-energy complementation and energy value creation. Its main business products include photovoltaic grid-connected inverters, Photovoltaic energy storage inverters, intelligent data collectors and intelligent energy management systems. Our

customers are located in more than 100 countries around the world. At present, the total number of employees worldwide exceeds 4,600, including more than 700 core R&D personnel, and about 326 suppliers. Relying on the advantages of existing resources, we lead the way with the ultimate photovoltaic products and services. Industry development.

2. 固德威的政策和业务运营 GOODWE'S POLICIES AND BUSINESS OPERATIONS

固德威拥有全面的反奴隶制和人口贩运政策、供应商行为准则、商业行为和道德准则和全球合规政策,并致力于确保我们的全球运营遵守我们与人权相关的内部政策以及任何法律要求,例如《2015 年英国现代奴隶制法案》和《德国供应链尽职调查法》。固德威制定了人权和劳工标准政策,发布了供应商行为准则,正在修改供应商导入流程,并开始通过自我评估问卷 (SAQ) 对其供应商进行定期评估。根据供应商在人权、劳工标准和商业道德方面的风险水平对其进行监控和分类。

GOODWE has a comprehensive Anti-Slavery and Human Trafficking Policy, Code of Conduct for Suppliers, Code of Business Conduct and Ethics, and Global Compliance Policy, and is committed to ensuring that our global operations comply with our internal policies relating to human rights as well as with any legal requirements, such as the UK Modern Slavery Act 2015 and the German Supply Chain Due Diligence Act. GOODWE has developed a Human Rights and Labor Standards Policy, issued its Supplier Code of Conduct, is modifying its supplier onboarding process, and has begun the process of conducting periodic assessments of its suppliers, via Self-Assessment Questionnaires (SAQ), in an effort to monitor and classify suppliers according to their level of risk with regard to human rights, labor standards and business ethics.

固德威致力于不断改进其验证、审计、认证、内部问责和培训流程,以评估并确保固德威的员工和供应商遵守固德威尊重人权的政策和期望。

GOODWE works to continually improve its processes of verification, audit, certification, internal accountability, and training to assess and ensure that GoodWe's employees, and suppliers, comply with GOODWE's policies and expectations to respect human rights.

3. 供应商批准 SUPPLIER APPROVAL

在批准使用供应商之前,固德威会评估供应商是否适合作为固德威的业务合作伙伴。供应商批准活动基于风险,可能包括供应商调查和供应商的现场审核。出于质量保证的目的,现场供应商审核由固德威员工进行。供应商的准入流程将开始包括对人口贩运和奴隶制活动的评估,作为选择标准的关键因素。

Prior to approving suppliers for use, GOODWE evaluates suppliers for suitability as a GOODWE business partner. Supplier approval activities are based on risk and may include supplier surveys and on-site audits of supplier facilities. On-site supplier audits are conducted by GOODWE employees, for quality assurance purposes. The onboarding process for suppliers will begin including an assessment for human trafficking and slavery activity as a critical factor in the selection criteria.

4. 控制和审核 CONTROLS AND AUDITS

固德威定期审核其供应商。利用供应商调查和审核计划来促进供应商遵守固德威的供应商绩效和质量期望。供应商调查和审核由固德威员工进行，目前重点关注质量和绩效问题。供应商调查和审核的频率取决于供应商风险和供应商绩效。根据供应商对涉及人权、劳工标准和商业道德的 SAQ 的回应，以及供应商风险评级分类，固德威会对高风险供应商的劳工标准进行审核（或要求自我审核）。

GOODWE audits its suppliers periodically. GOODWE utilizes a supplier survey and audit schedule to promote suppliers' compliance with GOODWE's supplier performance and quality expectations. Supplier surveys and audits are performed by GOODWE employees and currently focus on quality and performance issues. The frequency of supplier surveys and audits is based upon supplier risk and supplier performance. Depending on supplier responses to SAQs addressing human rights, labor standards and business ethics, and how suppliers are classified according to their risk rating, GOODWE begin conducting audits (or requiring self-audits) from higher-risk suppliers on their labor standards.

固德威通常利用采购协议、质量协议、供应商行为准则等来控制与供应商的关系。这些协议或准则包括供应商承诺遵守适用于供应商提供的服务或材料的法律和法规。此外，通过固德威每年针对美国冲突矿产法规（根据 2010 年多德-弗兰克华尔街改革和消费者保护法案的指示）进行的供应商尽职调查，固德威对某些矿物的原产地进行原产国调查。正如经济合作与发展组织（OECD）所认可的那样，该法律的目标是帮助公司尊重人权并避免通过矿产采购行为引发冲突。

GOODWE generally utilizes supply agreements, quality agreements and/or Supplier Code of Conduct for controlling relationships with suppliers. These agreements include commitments for suppliers to comply with laws and regulations applicable to the service or material provided by the supplier. Additionally, through GOODWE's annual supplier due diligence relative to conflict minerals regulations in the United States (as directed by the

Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010), GOODWE conducts country-of-origin inquiries regarding the origin of certain minerals. As recognized by the Organization for Economic Co-operation and Development (OECD), the objective of the law is to help companies respect human rights and avoid contributing to conflict through their mineral sourcing practices.

5. 沟通和内部责任 COMMUNICATION AND INTERNAL ACCOUNTABILITY

所有固德威员工、董事和代理都有责任在业务的各个方面（包括与供应商打交道）遵守固德威的反奴隶制和人口贩运政策。参与采购和供应商管理职能的员工接受有关企业社会责任和劳工标准的具体责任培训，包括英国现代奴隶制法案和德国供应链尽职调查法中可能出现的任何要求。

All GOODWE employees, directors and agents are held accountable for adhering to GOODWE's Anti-Slavery and Human Trafficking Policy in all aspects of business, including dealings with suppliers. Employees involved in Purchasing and supplier management functions are trained on specific responsibilities regarding the corporate social responsibility and labor standards, including any requirements that may arise under customer relationships or the UK Modern Slavery Act and the German Supply Chain Due Diligence Act.

固德威将立即调查任何违规指控。违反固德威的反奴隶制和人口贩运政策可能会导致纪律处分，包括终止雇佣关系或终止协议。固德威还将根据评估、审核的结果以及未能采取令人满意的纠正措施的情况，考虑终止供应商关系的可能性。

GOODWE will promptly investigate any allegations of non-compliance. Violations of GOODWE's Anti-Slavery and Human Trafficking Policy may result in disciplinary action, including termination of employment or agreement. GOODWE will also consider the potential termination of supplier relationships, depending on the outcome of assessments, audits and the failure to take satisfactory correction action.

6. 举报 REPORTING

我们各自的政策和行为准则为我们与客户、供应商和其他业务合作伙伴以及彼此之间的互动提供了重要的指导方针。我们鼓励员工提出疑虑；这包括违反我们的行为准则、公司政策以及我们经营所在国家的法律。我们拥有完善的举报机制，用于收集有关潜在违规行为的信息并将其转发给责任部门，以供审查和采取后续行动。

Our respective policies and codes of conduct provide important guidelines for our

interactions with customers, suppliers and other business partners, and one another. Our colleagues are encouraged to raise concerns; this includes violations of our code(s) of conduct, our company policies, and the laws of the countries in which we operate. We have sophisticated reporting mechanisms in place to collect and relay information regarding potential violations to appropriate company resources for review and follow up action.

7. 走向未来 GOING FORWARD

现代奴隶制和人口贩运引起了固德威的关注, 未来固德威的目标是从其业务和供应链中消除现代奴隶制。固德威认识到, 消除现代奴隶制是一个持续不断、不断发展的过程。固德威致力于在其整个供应链中鼓励令人满意并不断改进的劳工标准。固德威将通过其年度报告分享其进展。

Modern slavery and human trafficking have GOODWE's attention and going forward it is GOODWE's aim to eradicate modern slavery from its business and supply chain. GOODWE recognizes that eradication of modern slavery is an ongoing and evolving process. GOODWE commits to encouraging labor standards throughout its supply chain that are satisfactory and continually improving. GOODWE will share its progress through its annual statements.

本声明已获得董事会批准,立即生效。

This statement has been approved by the Board of Directors and is effective immediately.

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