



通威太阳能（合肥）有限公司无强迫劳动承诺函

TONGWEI SOLAR (HEFEI) Co., Ltd. NO FORCED LABOR COMMITMENT

我方，即下述签字方，特此声明，我方将遵守所有适用法律法规，并同意明确承诺遵守以下政策和原则，禁止涉及强迫劳动或雇用童工的生产或活动。

We, the undersigned, hereby stated that we will comply with all applicable laws and regulations and agree to expressly commit in the following policies and principles, which prohibit the production or activities involving forced labor or child labor.

1. 遵守法律

Comply With the Law

我方将严格遵守中国的劳动相关法律法规及强制性规定，遵守中国政府部门、行业协会的相关要求，并承诺符合国际劳工组织与联合国公约的基本原则。

We will strictly abide by labor related laws, regulations, mandatory requirements under Chinese law, relevant requirements of Chinese government departments and industry associations, as well as basic principles of International Labor Organization and United Nations conventions.

2. 保护人权

Protection of Human Rights

我方尊重员工的基本人权，采取零容忍态度禁止任何形式的滋扰或虐待行为。在满足中国法律法规的前提下，我方充分尊重所有雇员自由组建和参加工会及集体谈判等各项中国宪法法律所赋予公民的各项的权利。

We respect the fundamental human rights of employees and hold a zero-tolerance policy to prohibit any and all forms of nuisance or abuse. Subject to laws and regulations of China, we fully respect the right of all employees to freely organize and participate in trade unions and collective bargaining, as well as other rights granted to citizens under the Chinese Constitution and laws.

3. 禁止歧视

Prohibition of Discrimination

在涉及聘用、薪酬、培训机会、升迁、解职或退休等事项上，我方不得从事或支持基于种族、民族、语言、宗教信仰、身体残疾、性别、性取向、工会会员、政治归属或年龄等歧视，并促进机会和待遇平等。

We shall not engage in or support discrimination on the basis of race, ethnicity, language,



religious belief, physical disability, gender, sexual orientation, trade union membership, political affiliation or age in matters relating to employment, remuneration, training opportunities, promotion, dismissal or retirement, and promote equality of opportunity and treatment.

4. 工资

Wages

我方保证在标准工作月内所付工资至少达到法定或行业最低工资标准并能按时发放。

We confirm that wages which paid during a standard working month meet at least the statutory or industry minimum wage will be paid on time.

5. 工作时间

Working Hours

我方承诺员工的工作时间必须遵守中国法律法规的规定。如有超越中国法律规定项下的加班，则加班工作必须是自愿。

We confirm that the working hours for all employees should comply with the provisions of Chinese laws and regulations. If there is any overtime beyond the provisions of Chinese laws, the overtime work must be voluntary.

6. 工作场所卫生与安全

Workplace Sanitation and Safety

我方保障提供符合中国法律法规的安全和卫生的工作、生活场所，并确保所有雇员能接受健康安全方面的培训。

We ensure a safe and hygienic work and live place in accordance with Chinese laws, and all employees receive training in health and safety.

7. 禁止雇用童工

No Child Labor

我方不得雇用未满中国法律法规最低法定年龄的童工。

We shall not employ child laborers who are under the minimum age required by Chinese laws and regulations.

8. 禁止强迫性劳动或惩戒性措施

Prohibition of Forced Labor or Disciplinary Measures

我方不得强迫员工劳动，包括契约束缚、禁锢或其它形式的强制劳动。我方禁止从事或





支持体罚、精神或肉体胁迫以及言语侮辱。

We shall not compel employees to work, including contractual bondage, confinement or other forms of forced labor. We shall prohibit the practice and support of corporal punishment, mental or physical coercion or verbal abuse.

9. 环境安全

Environmental Safety

我方应遵守国家或当地所有环境方面的法律法规，加强环境保护，减少对环境的影响，保护员工的生命及健康。

We shall comply with all national or local environmental laws and regulations, promote environmental protection, reduce its impact on the environment and protect the life and health of employees

我方声明上述所有信息和声明均为真实，本承诺不存在任何虚假陈述或违反中国法律的地方。同时，我方承诺将持续完善、提高我方企业社会责任与道德治理水平。

本声明以中英文双语书就，如有不一致之处，以中文为准。

We declare that all information and statements made above are true and there is no false statement or violation of Chinese laws. We undertake to continuously improve and enhance our corporate social responsibility and ethical governance.

This statement is written in Chinese and English. In case of inconsistency, the Chinese version shall prevail.

通威董事长:

(Chairman of TongWei)

签署日期:

(Date Signed)



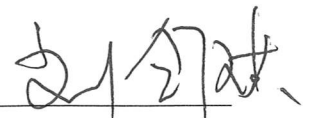
通威产品监管政策

- 通威践行绿色环保的可持续发展理念，建设绿色工厂，实施绿色运营，构建绿色制造体系，积极推动绿色产品研发创新。
- 通威致力于不断提升能源管理能力，通过采用传统能源升级为新能源以及技术改革等措施，履行节能降耗的社会责任，实现绿色转型。
- 通威持续努力完善供应采购、产品抽检和有毒有害物质的管理体系。通威建立了完善的产品召回制度，进一步加强产品质量把控，推动产品优化。
- 通威秉承创新理念，通过建立产品研发创新、产品质量把控、客户权益保护和知识产权保护四位一体的产品创新管理体系，努力推动产品研发，不断增强竞争优势。
- 通威承诺遵守公司运营所在国家和地方政府的劳工标准，禁止任何形式的强迫劳工和雇用童工，健全劳动保障制度，维护所有员工依法享有的权利。
- 通威审慎地关注我们供应商的劳动合规情况，并努力敦促供应商实现可持续运营。
- 通威确保积极维护客户合法权益，采取一切必要的方式完善客户权益保护机制。

TONGWEI PRODUCT COMPLIANCE POLICY

- Tongwei embraces the sustainable development concept of green environmental protection, including green factories construction, implementation of green operations and green manufacturing systems, as well as active campaigns for the development and innovation of green products.
- Tongwei dedicates to ongoing enhancement of its energy management capabilities and fulfillment of social responsibility of energy saving and consumption reduction through measures of upgrading traditional energy to renewable energy as well as implementing technological reforms to achieve green transformation.
- Tongwei consistently strive to improve management systems of supply and procurement, product sampling, and toxic and hazardous substances. Tongwei established a comprehensive product recall system to further strengthen quality control and product optimization.
- Adhering to the concept of innovation, Tongwei diligently promote product developing and constantly sharpen its competitive edge by introducing a “four-in-one” product management system that includes product development and innovation, product quality control, customer rights protection and intellectual property protection.
- Tongwei undertakes to comply with the labor standards of the countries and local governments where the Company operates, prohibit any form of forced labor and employment of child labor, ensure comprehensive labor protection system and uphold the lawful rights of employees.
- Tongwei vigilantly focus on the labor compliance of our suppliers and endeavors to urge our suppliers ensure sustainable operations.
- Tongwei pledge to actively safeguard the legitimate rights and interests of our customers, adopt all necessary approaches to facilitate a dependable customer care mechanism.

Chairman of Tongwei: _____



Date: _____