

# 隆基行为准则

2020年12月

## CODE OF CONDUCT

December 2020

本隆基绿能科技股份有限公司及其关联公司（统称“隆基”）行为准则列出了我们在道德合规方面所致力于承担的基本责任。

This **Code of Conduct** of LONGi Green Energy Technology Co.,Ltd. and its Affiliates (hereinafter “LONGi” ) outlines our basic commitment concerning our compliance responsibilities.

### 遵守法律

- 我们致力于在所有开展业务的区域，遵守适用法律。我们遵守开展业务区域内所有国家与我们业务相关的适用法律。

### Legal Compliance

- We are committed to adhering to a Code Conduct in all locations we conduct business. This means we strive to comply with applicable laws in the countries where we operate.

### 行为准则保障

- 我们建立有效的申诉程序用以保障任何工人，无论个人还是同其他工人一起，都能提交申诉，并不遭受任何偏见或类似遭遇。

### Code of Conduct Resource

- We establish an effective procedure to ensure that any worker, acting individually or with other workers, can submit a grievance without suffering a prejudice or retaliation of any kind.

### 遵守诚实守信原则

- 我们的行为准则适用于我们的所有董事，高级管理人员和员工以及代表，并作为我们积极行为的指南，以帮助防止任何可能损害隆基利益的活动。本行为准则包括以下相关主题，作为下任何现有的隆基政策和程序的补充，但不替代现有的政策和程序。

## **Commitment to the Principle of Honest and Trustworthiness**

- Our Code of Conduct applies to all our directors, officers, and employees, as well as representatives throughout the world and provide the framework for positive behavior to help prevent any activity that may harm the interests of LONGi. This Code of Conduct includes topics as further described below and in addition, supplements (but does not replace) any existing LONGi policies and procedures.

## **禁止贪污贿赂**

- 我们不容忍任何形式的由员工，第三方或中介的贪污贿赂行为，也不从事任何形式的贪污贿赂行为，包括：违反法律为影响决策而向任何政府官员支付任何款项或给予其它形式的好处。
- 我们了解并致力于遵守国内外相关反腐败和贿赂方面的适用的法律法规，及遵守隆基的廉洁合作要求。
- 我们不为达到交易目的而提供虚假资料。
- 我们不为达到交易目的而自行或委托（指使）第三方向隆基员工或其他利益方提供任何有价值的财物，，包括但不限于以下情况：
  - a.提供各种样式的礼品、礼物、礼金（比如在生日、婚丧、节假日等期间）；
  - b.提供借款、贷款、红包、销售回扣、分红等现金；
  - c.提供购物卡、银行卡、加油卡、有价证券等现金等价物；
  - d.提供娱乐、健身、美容、宴请、就医、培训、住房装修、因私用车、旅游等服务。

## **Prohibition of Corruption and Bribery**

- We do not tolerate any form of corruption or bribery be it by employees, third parties or agents, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.
- We fully understand and commit to obey all applicable domestic and oversea laws and regulations on anti-corruption and bribery, as well as LONGi' s corruption-free policies and requirements;
- We do not provide false information for the purpose of transaction.
- We do not provide anything of value, either directly or indirectly (including through third parties) to LONGi employees or other stakeholders to obtain or retain business or otherwise achieve transaction purposes; anything of value including but not limited to the following:
  - a) Providing presents or money as gifts (for instance, during birthdays, weddings, and holidays);
  - b) Providing loans, red envelopes, sales rebates, bonuses, etc;
  - c) Providing cash equivalent benefits such as gift cards, bank cards, oil fuel cards and securities;
  - d) Providing services for entertainment, physical exercise, cosmetics, banquets, medication, training, housing furnishing, vehicles for personal purposes and traveling, etc.

## **防止内幕交易**

- 我们防止在拥有重要的非公开信息时进行证券交易，包括通过在隆基的工作来买卖其他公司的证券。我们不会出于买卖证券的目的而使用或共享有关隆基或任何其他公司的重 要的非公开信息。

## **Preventing Insider Trading**

- We prevent trading in securities when one has material, non-public information, including trading in securities in other companies through work at LONGi. We do not use or share material, nonpublic information about LONGi or any other company for the purpose of buying or selling securities.

## **避免利益冲突**

- 我们小心谨慎，不会让自己的个人利益与对公司的承诺及其目标 and 需求产生冲突。我们不从事可能与隆基商业利益冲突的个人财务或其他商业交易，并遵守隆基关于关联关系的相关要求。

## **Avoiding Conflicts of Interest**

- We are careful to not let our personal interests conflict with our commitment to the Company, and its goals and needs. We do not engage in personal financial or other business transactions that may conflict with LONGi' s business interests, and we fully understand and support LONGi' s policies and requirements of "the associated relations" .

## **尊重所有内外部员工的基本人权**

- 我们不雇佣未满十五（15）周岁的工人；在国际劳工组织 138 公约除外的发展中国家，不雇佣未满十四（14）周岁的工人；
- 我们不从事或容忍任何形式的现代奴隶制、强迫劳动和人口贩卖；
- 我们为工提供平等的机会和待遇，而不论其肤色、种族、国籍、社会背景、是否残疾、性取向、政治或宗教信仰、性别或年龄如何；
- 我们致力于提供安全的工作环境，并强调反骚扰合规，禁止性别的、强迫性、威胁性、污秽的或剥削性的手势、语言和身体接触等行为；
- 我们提供公平的报酬，并保证至少符合适用的法定最低工资标准；
- 我们认可员工在我们业务经营区域内依法自由集会结社和依法加入工会的权利；不偏袒也不歧视员工组织或工会的成员；
- 我们遵守适用的工资，工时和福利方面的法律；
- 我们致力于在工作场所尊重员工的尊严，隐私及各项个人权利，并使员工不受任何形式的歧视，骚扰和虐待；
- 我们禁止童工，监狱劳动，奴役和人口贩运；
- 我们保护和尊重员工的隐私和个人信息，包括我们保存的员工的个人信息资料。
- 我们不使用任何强迫劳动人员或者购买有强迫劳动人员生产的产品的原材料；

- 我们致力于确保其提供的产品（不论单独产品或其用于产品的原料）不含强制劳动的成分。

### **Respect for the basic human rights of all internal and external workers**

- We do not employ workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, do not employ workers under the age of 14;
- We do not engage in or tolerate any form of modern slavery, forced labor and human trafficking;
- We promote equal opportunities for and treatment of our employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- We promote a safe working environment in order with an emphasis on anti-harassment to prohibit sexual, coercive, threatening, abusive or exploitative behaviors including gestures, language and physical contact;
- We provide fair remuneration and to guarantee at least the applicable statutory minimum wage;
- We recognize the rights of employees of freedom of association, organization, and joining trade unions pursuant to relevant laws and regulations in the jurisdictions where we operate and to neither favor nor discriminate against members of employee organizations or trade unions.
- We comply with applicable laws on wage, working hours and benefits.
- We promote to ensure a workplace that treats employees with personal dignity, respect employees' privacy and rights, and is free from discrimination, harassment and abuse of any kind.
- We prohibit child labor, prison labor, slavery and human trafficking;
- We protect and respect the privacy on confidentiality of data in our care including personally identifiable information;
- We do not use any forced labor, or purchases products or raw materials produced by forced labor;
- We commit to ensure that our use and sale of any goods (whether on a stand-alone basis or contained in its goods) do not contribute to any form of forced labor.

### **内外部员工的健康与安全及环境保护**

- 我们对员工的健康与安全负责；
- 我们提供培训以确保员工接受安全健康方面的适当教育，并按照所有适用的法定的或国际的关于环境保护方面的标准行事。
- 我们促使我们的下级供应商遵守符合当地的法律法规（如遵守环保条例等），并推进企业社会责任。。

### **Health and safety of all internal and external workers & environmental protection**

- We take responsibility for the health and safety of our employees;
- We promote training to ensure that employees are educated in health and safety issues; to act in accordance with applicable statutory and international standards regarding environmental protection;

- We procure our suppliers to comply with applicable local laws and regulations (such as compliance with environmental protection rules) and promote corporate social responsibility.

### **保护机密信息**

- 我们根据雇佣协议以及第三方协议保护隆基机密信息，并另外保护第三方的机密信息，包括但不限于我们的客户和供应商。我们同意在未先达成适当的法律安排（例如 NDA）之前，不会共享任何机密信息。

### **Protecting Confidential Information**

- Pursuant to employment agreement and agreements with third parties, we protect LONGi confidential information and additionally protect confidential information of third parties including but not limited to customer and suppliers. We agree no confidential information will be shared without first entering into an appropriate legal arrangement such as an NDA.

### **保护知识产权**

- 我们保护公司的知识产权，防止其遭到滥用、盗用、破坏和丢失。我们采取相应措施保护他人的知识产权，防止其遭到滥用、盗用、破坏、损害或丢失。我们在我们所在的业务区域内遵守该国与专有信息和其他知识产权保护相关的所有法律。

### **Protecting Intellectual Property**

- We protect our Company' s intellectual property from misuse, misappropriation, destruction, and loss. We take action to prevent the misuse, misappropriation, destruction, impairment, or loss of others' intellectual property. We follow applicable laws and regulations in the regions where we operate relating to the protection of proprietary information and other intellectual property.

### **确保财务以及记录保存合规**

- 我们遵循公认的会计原则；
- 我们正确地创建、维护和销毁记录，并且恪守诚信。

### **Ensuring Financial Integrity and Responsibility**

- We follow accepted accounting principles.
- We create, maintain, and dispose of records properly and with integrity.

### **使用隆基公司的财产**

- 我们致力于促进有责任地使用隆基的财产，并限制个人使用的范围，使其不与主要的工作责任冲突。

### **Using LONGi Assets Responsibly**

- We promote responsible usage of LONGi assets and limit personal use so that it does not interfere with primary job duties.

### **国际贸易合规**

- 我们公平并诚实地运营，遵守所有适用的进出口法律。我们了解并遵守全球范围内适用于我们的所有国际贸易合规 (ITC) 中的法律法规。

### **Trade Regulations Compliance**

- We operate with fairness and honesty in order to comply all applicable export and import control laws and regulations. We take responsibility for understanding and complying with all international trade compliance (ITC) laws and regulations that apply to us worldwide.

### **竞争法合规**

- 我们以积极而合法的方式展开竞争。无论在哪里开展业务，我们都会遵守所有竞争法（或“反垄断”）法。

### **Competition Law Compliance.**

- We compete vigorously and legally. We conduct business compliance with all competition (or “antitrust” or “anti-monopoly” ) laws wherever we do business.

本准则用中文和英文两种语言写成，两种语言同时作准。

This Code of Conduct is written in both English and Chinese, and both languages shall be of equal power.

如您对本守则有任何疑问或顾虑，包括在为隆基履行工作或与隆基一起开展工作过程中具体情形的适用性，或者隆基涉嫌未达到期待，请联系隆基电子邮箱：【 [audit@longigroup.com](mailto:audit@longigroup.com) 】。

For questions or concerns about this Code, including its application to specific circumstances in connection with your performance of work for LONGi or with LONGi, or suspected failures by LONGi to satisfy these expectations, please contact LONGi via email at 【 [audit@longigroup.com](mailto:audit@longigroup.com) 】.