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**At JinkoSolar, we uphold the mission of**

**We believe with firm conviction that by joint efforts with supply chain partners, we can advance the agenda of Environment, Social Responsibility and Corporate Governance, and jointly create a sustainable supply chain ecosystem**

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**ILO**

**(UNG)**

**Based on this vision, JinkoSolar Co., Ltd and its affiliates (collectively “JS”) aims to deliver relevant requirements and expectations to supply chain partners (“partners”) through the following Supply Chain Partner Code of Conduct (“Partner-COC”), which was developed through reference to relevant laws, regulations, the International Labor**

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**Establish an effective grievance mechanism, encourage employees to propose suggestions and ideas, and implement a zero tolerance policy for retaliation in response to employee grievances or suggestions**

**While in cooperation with ICS, the Partners shall strictly observe national laws and relevant standards**

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138

182

**: Child labor shall not be employed or used in any form in accordance with relevant ILO Conventions (Convention No 138 and Convention No 182). Partner shall employ only workers who meet the applicable minimum legal age**

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105

**Strict prohibition of any form of forced labor; in accordance with relevant ILO Conventions (Convention No 29 and Convention No 105), including but not limited to prison labor; trafficked labor; indentured or bonded labor. Each employee shall be ensured with the right to freedom of movement. There shall be no incidence of fees or charges during the recruitment process. Employees shall be able to keep or access their identification and traveling documents at any time**

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**All forms of harassment and abusive behaviors are strictly forbidden. Zero tolerance to any form of employment discrimination. Employee's equal rights within the scope of employment shall be guaranteed, including the legal rights of Freedom of Association (FOA).**

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**Ensure that employees receive adequate rest time and compensation and benefits in accordance with the requirements of applicable laws and regulations. All overtime must be voluntary. Employees shall be compensated in accordance with applicable law for any overtime work which they agree to perform**

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**Strictly adhere to laws and regulations on safety and occupational health, establish a comprehensive management system to ensure a safe and healthy working environment for employees. All worker housing provided by an employer shall be safe, clean and adequate**

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**Ensure that all fire protection systems and various types of facilities and equipment meet the requirements of relevant safety standards, ensure safety operation, and avoid accidents**



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