

Code of Conduct for Aiko Energy Germany GmbH

Aiko Energy is a leading vendor of PERC cells and ABC cells & modules with a one-stop solution for the international market. Aiko Energy gained the trust of leading partners around the world. And this Code of Conduct ("COC") is to define the basic sustainability requirements placed on Aiko Energy.

We conduct our business operations responsibly and Aiko Energy places great importance on the human rights, well-being, and education of future generations. We adhere to the laws and regulations of the European countries where we operate and strongly uphold the human rights of all our workers. We maintain a strict policy against child labor and explicitly prohibit any form of forced labor within our company's operations.

How we work

Aiko Energy emphasizes the significance of companies engaging in fair and ethical business practices. In concrete terms, this means:

- **Compliance with Laws and Regulations**
Aiko Energy is committed to complying with all applicable laws and regulations in the countries where we operate. We will conduct our business in a lawful and ethical manner, ensuring that all our activities adhere to all national and supra-national laws.
- **Confidentiality and Data Protection**
We will safeguard confidential and proprietary information entrusted to us by our employees, customers, and business partners. Aiko Energy will comply with applicable data protection laws and regulations to ensure the privacy and security of personal data.
- **Fair and Ethical Business Practices**
We are committed to conducting our business with integrity and in an ethical manner. Aiko Energy prohibits any form of bribery, corruption, money laundering or unethical practices. We will compete fairly and honestly, respecting the principles of free and fair competition.

How we treat people

We respect the Universal Declaration of Human Rights and the international conventions concerning employment and working conditions as laid down by the International Labour Organization (ILO). The following aspects are of notable significance:

- **Human Rights**
We recognize and respect the fundamental human rights of all individuals. Aiko Energy is committed to upholding the principles set forth in the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

- **Prohibition of Child Labor**
Aiko Energy strictly prohibits the use of child labor. We will also ensure that all young workers receive appropriate protection, in line with legal requirements. Especially, we adhere to ILO conventions 138 and 182, which declare that children for whom education is compulsory, and children may not be subjected to hazardous work, any form of slavery, or armed labor.
- **Health and Safety**
The health, safety, and well-being of our employees are of paramount importance to Aiko Energy. We are committed to providing a safe and healthy work environment, free from hazards, and promoting a culture of safety awareness. We will comply with all relevant health and safety laws and regulations.
- **Non-Discrimination and Equal Opportunity**
Aiko Energy promotes a diverse and inclusive work environment, where all individuals are treated with respect and dignity. We will not discriminate against any employee or job applicant based on race, color, nationality, religion, gender, sexual orientation, disability, or any other protected characteristic.

How we treat our Environment

We will actively monitor and assess our operations to ensure full compliance and make any necessary adjustments to minimize our environmental footprint.

- **Environmental Responsibility**
Aiko Energy recognizes the importance of environmental sustainability. We will strive to minimize our environmental impact, promote energy efficiency, and contribute to the development and adoption of renewable and clean energy technologies.
- **Information**
Information will be provided to the employees and the local community on environmental health and safety issues relating to the company's activities.

Reporting Violations and Non-Retaliation:

We encourage all employees to report any violations of this Code of Conduct or any unethical behavior. Aiko Energy Germany GmbH will ensure that all reports are treated confidentially and will not tolerate any form of retaliation against individuals who make good-faith reports.

Approved by:

Signature

Name: Haojie Lu

Title: General Manager