

AIKO Supplier Code of Conduct



AIKO Supplier Code of Conduct

1 Guiding Principle

Our suppliers' business practices must comply with all applicable laws, as well as the requirements and principles of this Supplier Code of Conduct ("Supplier Code"). Suppliers must comply with the standards of this Supplier Code even when this Supplier Code exceeds the requirements of applicable law.

2 Scope

The Policy is applicable to all direct and indirect suppliers, manufacturers, subcontractors, service providers, and partners of Shanghai AIKO Solar Energy Co., Ltd. and its subsidiaries companies (Including but not limited to Zhejiang AIKO, Tianjin AIKO, Guangdong AIKO, Zhuhai Fushan AIKO, Chuzhou AIKO, etc, collectively referred to as "AIKO").

3 Child Labour

AIKO will not tolerate the use of child labour. Our suppliers must engage workers whose age is the greater of: (i) 16, (ii) the age of completion of compulsory education, or (iii) the legal minimum age to work in the country where work is performed. Furthermore, workers under the age of 18 must not perform hazardous work.

4 Involuntary Labour, Human Trafficking, and Slavery

Our suppliers must not use forced labour-slave, prison, indentured, bonded, or otherwise. Our suppliers must not traffic workers or in any other way exploit workers by means of threat, force, coercion, abduction, or fraud. Working must be voluntary, and workers must be free to leave work and terminate their employment or other work status with reasonable notice. Workers shall not be required to pay recruitment, hiring, or other similar fees related to their employment; our suppliers must bear or reimburse to their workers the cost of any such fees. All fees and expenses charged to workers must be disclosed to AIKO and communicated to workers in their native language in advance of employment. AIKO also expects our suppliers to hold their third-party labour agents or brokers to the standards and practices covered by this Supplier Code.

Our suppliers must not require workers to surrender government issued identification, passports, or work permits as a condition of working, and our suppliers may only temporarily hold onto such documents to the extent reasonably necessary to complete legitimate administrative and immigration processing. Workers must be given clear, understandable contracts regarding the terms and conditions of their engagement in a language understood by the worker. Suppliers must ensure that each of its staffing or recruiting agencies comply with this Supplier Code and with the more stringent of the applicable laws of the country where work is performed and the worker's home country.

5 Safety and Health

Our suppliers must provide workers with a safe and healthy work environment, and suppliers must, at a minimum, comply with applicable laws regarding working conditions and with the standards below.

5.1 Safety and Occupational Safety

Suppliers must educate workers on occupational health and safety procedures and also control worker exposure to potential physical safety hazards by implementing physical guards, barriers, and/or engineering and administrative controls. Workers must be informed and receive appropriate education in advance if they will be working with (or otherwise exposed to) hazardous or dangerous conditions or materials. In addition, workers must be given appropriate personal protective equipment and educated and trained on the proper use of such equipment. Suppliers must manage, track, and report occupational illnesses and injuries.

5.2 Health and Safety Permits

Suppliers should obtain and timely update all necessary health and safety permits, and comply with them.

5.3 Occupational Health and Safety Management

Suppliers should identify, assess, and manage occupational health and safety hazards through a prioritized approach that includes elimination of hazards, substitution, engineering controls, administrative controls, and/or personal protective equipment.

5.4 Physically Demanding Work

Suppliers must continually identify, evaluate, and control physically demanding tasks to ensure that worker health and safety is not

jeopardized.

5.5 Emergency Preparedness and Response

Supplier must identify and assess potential emergency situations. Supplier should develop and implement emergency plans and response procedures to minimize the damage to life, environment, and property in all circumstances. Suppliers must identify emergency situations and implement an emergency response system, including emergency reporting, alarm systems, worker notification and evacuation procedures, worker training and drills, first-aid supplies, fire detection and suppression equipment, and unblocked exit facilities.

5.6 Infectious Disease Preparedness and Response

Suppliers should develop and implement plans, take reasonable steps to prepare for, prevent, and respond to the occurrence of infectious diseases among their employees.

5.7 Accident Management

Suppliers should establish a system for workers to report health and safety accidents and potential risks, and investigate, monitor, and manage such reports. Suppliers must implement improvement action plans to reduce risks, provide necessary treatment measures, and assist workers to return to work.

5.8 Machine Safeguarding

Suppliers must implement a regular machinery maintenance program. Production and other machinery must be routinely evaluated for safety hazards.

5.9 Sanitation and Housing

Workers must be provided with reasonable access to clean toilet facilities and potable drinking water. If suppliers provide a canteen or other food accommodations, they must include sanitary food preparation, storage, and eating accommodations. If suppliers provide residential facilities for their workers, they must provide clean and safe accommodations. In such residential facilities, workers must be provided with emergency egresses, reasonable and secure personal space, entry and exit privileges.

6 Wages and Benefits

Our suppliers must pay their workers in a timely manner and provide compensation (including overtime pay and benefits) that, at a minimum, satisfy applicable laws. Suppliers must provide to their workers the basis on which workers are being paid in a timely manner via pay stub or similar documentation. Deductions from wages as a disciplinary measure are not permitted.

7 Working Hours

Suppliers must comply with the regular working hours and overtime hours set by national and/or local labour laws and regulations. In all circumstances, working hours must not exceed the maximum amount permitted by law.

8 Anti-discrimination

Conditions of working must be based on an individual's ability to do the job, not on personal characteristics or beliefs. Our suppliers must not discriminate on the basis of race, colour, national origin, gender, sexual orientation, religion, disability, age, political opinion, pregnancy, marital or family status, or similar factors in hiring and working practices such as job applications, promotions, job assignments, training, wages, benefits, and termination. Suppliers must not subject workers or applicants to medical tests that could be used in a discriminatory manner.

9 Fair Treatment

All workers must be treated with respect and dignity. Our suppliers must not engage in or permit physical, verbal, or psychological abuse or coercion, including threats of violence, sexual harassment, or unreasonable restrictions on entering or exiting work and residential facilities. Workers must be free to voice their concerns to AIKO or its auditors, and allowed to participate in AIKO's audit process, without fear of retaliation by supplier's management.

10 Immigration Compliance

Our suppliers may only engage workers who have a legal right to work. If suppliers engage foreign or migrant workers, such workers must be engaged in full compliance with the immigration and labour laws of the host country.

11 Freedom of Association

Our suppliers must respect the rights of workers to establish and join a legal organization of their own selection. Workers must not be penalized or subjected to harassment or intimidation for the non-violent exercise of their right to join or refrain from joining such legal organizations.

12 Ethical Behavior

12.1 No Bribery

Our suppliers may not engage in bribery with anyone for any reason, whether dealings with government officials or the private sector. This includes offering, promising, giving, or accepting anything of value to obtain or provide undue or improper advantages to anyone for any reason.

12.2 Anti-Corruption

Suppliers must comply with applicable anti-corruption laws, and never bribe a government official on AIKO's behalf. Suppliers may not offer, give, or promise anything of value, either directly or indirectly, to government officials and AIKO's employees to encourage them to act improperly or to reward them for doing so. Prohibited payments can take many forms including, but not limited to, cash or cash equivalents, gifts, meals, and entertainment. Any questions regarding the applicability of this provision or exceptions to this provision must be directed to AIKO. AIKO encourages suppliers to report any corrupt activities involving supplier employees or management that violate this Supplier Code of Conduct through the following channels. Suppliers are also required to establish and

implement effective anti-corruption policies and reporting mechanisms tailored to their operational circumstances.12.3

Resources

The Audit Department of AIKO is the only authorized department within the company responsible for conducting investigations into fraud/corruption. It handles complaints and reports related to fraud/corruption. AIKO's employees and business partners can provide feedback to the Audit Department through the following channels:

Email of Audit Department: audit@AIKO solar.com

Anti-corruption Reporting Line: 0579-89987350

Anti-corruption Contact: 18858960916

WeLink App: "AIKO Audit Department-Audit Complaints Reporting"
Mail

Address: Audit Department, R&D Building, 699 Haopai Road, Suxi Town, Yiwu City, Zhejiang Province, Chin

Audit Inspection Wechat

Audit Inspection WeLink



12.4 Whistleblower Protections

Suppliers must protect worker whistleblower confidentiality and prohibit retaliation against workers who report workplace grievances. Suppliers must create a mechanism for workers to submit their

grievances anonymously.

13 Management Systems

Suppliers must adopt a management system to ensure compliance with applicable laws and this Supplier Code and to facilitate continual improvement.

13.1 Management Accountability and Responsibility

Suppliers must have designated representatives responsible for implementing management systems and programs that oversee compliance with applicable laws as well as this Supplier Code. Senior management must routinely review and assess the quality and efficiency of the management systems and programs. AIKO also expects our suppliers to hold their suppliers and subcontractors to the standards and practices covered by this Supplier Code.

13.2 Risk Management

Suppliers must establish a process to identify the environmental, health, safety, and ethical risks associated with their operational and labour practices. In addition, management must develop appropriate processes to control identified risks and ensure regulatory compliance.

13.3 Training

Management must maintain appropriate training programs for managers and workers to implement the standards in this Supplier Code and to comply with applicable legal requirements.

13.4 Communication and Worker Feedback

Suppliers must clearly and accurately communicate and educate workers about AIKO's policies, practices, and expectations. AIKO may require suppliers to post this Supplier Code in a location accessible to their workers (translated into the appropriate local language(s)). In addition, AIKO encourages suppliers to partner with us to implement a process to assess workers' understanding of the standards and practices covered by this Supplier Code.

13.5 Documentation and Records

Suppliers must create, retain, and dispose of business records in full compliance with applicable legal requirements along with appropriate confidentiality to protect privacy.

14 Environment

Suppliers must comply with applicable environmental laws, actively assume environmental responsibility, and strive to supply a management system that minimizes the adverse environmental impacts of the chain, the production process and the product itself. AIKO encourages suppliers to identify and assess their environment-related risks and develop responses.

Our suppliers must comply with applicable environmental laws. AIKO encourages our suppliers to implement management systems that are designed to minimize the adverse impact on the environment by the supply chain system, the production process, and the products themselves.

14.1 Environmental Permits and Recordkeeping

Suppliers must obtain and keep current all required environmental

permits, approvals, and registrations and follow applicable operational and reporting requirements.

14.2 Effective Management and Disposal of Hazardous Substances

Suppliers must effectively identify and manage the safe handling, movement, storage, and disposal of chemicals and other substances that pose a threat to the environment, including providing workers with appropriate training on the safe-handling and disposal of hazardous substances. Suppliers must also monitor and control wastewater or solid waste generated from operations before disposing in accordance with applicable laws. In addition, suppliers must characterize, monitor, control, and treat regulated air pollutants before discharging in accordance with applicable laws.

14.3 Environmental Permits and Reporting

Suppliers should obtain and update necessary environmental permits and comply with all relevant requirements of the permits. Suppliers should adhere to the requirements of applicable permits and regulations regarding environmental reporting.

14.4 Waste Management

Suppliers should implement a systematic approach to identify, manage, reduce, and responsibly control waste disposal, and minimize the amount of waste that is required to be landfilled in their operations.

14.5 Water Resources and Wastewater Management

Suppliers should implement a systematic approach to identify, control, and reduce wastewater generated from their operations and conduct routine monitoring of overall water performance, including

the inflow and the performance of wastewater treatment systems.

14.6 Air Emissions Management

Suppliers should clearly identify, manage, reduce, and responsibly control the environmentally harmful air emissions generated from their operations. Suppliers should regularly monitor the performance of their air emission control systems.

14.7 Greenhouse Gas Emissions Management

Suppliers should identify, manage, reduce, and responsibly control the greenhouse gas (GHG) emissions generated from their operations. They should regularly quantify greenhouse gas emissions, set corresponding targets, monitor progress, and reduce emissions through energy efficiency, use of clean energy, or other manners.

14.8 Noise Management

Suppliers should identify, control, monitor, and reduce the noise generated by the factory that affects noise levels.

14.9 Resource Consumption Management

Suppliers should regularly quantify the use of fossil fuels, water resources, hazardous substances and natural resources, set corresponding targets, monitor progress, and reduce the use of such resources through energy efficiency, reuse, recycling, substitution of energy sources, or other manners.

14.10 Biodiversity Conservation

Suppliers should avoid, minimize, and offset any substantial impact of their operations on biodiversity.

14.11 Energy Conservation and Emission Reduction

Suppliers should adopt conservation and alternative measures, such as the usage of renewable energy to replace traditional energy sources, to reduce energy, water, and natural resource consumption. They should actively promote energy conservation and emission reduction and adhere to the concept of a green supply chain.

14.12 Sustainable Procurement

Suppliers should promote sustainable procurement and identify and mitigate negative impacts on society and climate change.

14.13 Information Disclosure

Suppliers should accurately record information related to their labour, health and safety, and environmental practices and publicly disclose the information to all relevant parties in accordance with applicable laws. They must not engage in forgery or deception.

14.14 Continuous Improvement

AIKO encourages our suppliers to continuously improve and reduce waste. AIKO welcomes suggestions and feedback from its suppliers to improve AIKO's own operations and processes.

15 Corrective Action

Suppliers' compliance with this Supplier Code is subject to AIKO's review, including third-party auditing of work and residential facilities and conducting confidential worker interviews. Suppliers must be transparent and provide prompt access to their facilities, records, and workers during any audit. We require suppliers to promptly provide a detailed remediation plan and take corrective actions for deviations

from this Supplier Code, and AIKO will track suppliers' remediation efforts. AIKO may (without liability) terminate its relationships with any supplier found to be in violation of this Supplier Code, including for denying prompt access to our auditors.

This Supplier Code is issued by AIKO on December 18th, 2024.

As confirmed by the Supplier (Signature/Seal): _____