

Social Responsibility Policy

Anhui Sunrange New Energy Technology Co., Ltd. (hereinafter as "the Sunrange") is committed to compliance with the SA8000 Standard, and a standard based on the United Nations' Universal Declaration of Human Rights, the International Labour Organization (ILO) and other international human rights practices and social responsibility code of conducts, labor quota standard and Chinese laws, to respect and protect all the personnel under the control and influence of the Sunrange, including the production and service staffs of the Sunrange and its suppliers/subcontractors. It is the fundamental value of a responsible Sunrange, and also the expectation of all the stakeholders such as consumers, customers, the public and the government. The Sunrange's policy is the following:

- 1、The Sunrange is committed to compliance with the SA8000 Standard, the United Nations' Universal Declaration of Human Rights, the International Labour Organization and other international human rights practices and social responsibility codes of conduct, especially the guidance listed in the "Part II Normative Elements and the Interpretation" of the "SA8000:2014 Standard".
- 2、The Sunrange is committed to compliance with national and/or local laws and regulations. To be responsible for the Sunrange itself and for all the employees under the Sunrange's control and influence, the Sunrange protects the rights and interests of the employees in accordance with laws and regulations, and ensures that their basic living demands are guaranteed. The Sunrange will continuously make efforts to improve working and living conditions and to ensure the health and safety of the employees.
- 3、The Sunrange establishes a series of policies and procedures to implement the SA8000 Standard and the laws and regulations, including the employees' individual rights, respect for personality, freedom of association, working hours, wages and benefits, health and safety, environmental protection, improvement of working conditions. The Sunrange has established systematic internal rules to govern the Sunrange's operation and management. The Sunrange will continue to improve these internal rules.
- 4、The Sunrange prohibits the use of child labor and forced labor (including any form of forced labor such as prison labor, indentured labor), and does not accept any supplier/subcontractor and sub-supplier who uses child labor or forced labor. The Sunrange requires that all suppliers and business partners agree in writing to prohibit the practice of any form of forced labor in their supply chains and to fully cooperate with the Sunrange's assessments of the potential forced labor indicators. In the event that the Sunrange's supplier/subcontractor is alleged to have used any form of forced labor or fails to cooperate with an assessment or investigation into forced labor allegations, the Sunrange will immediately terminate any agreement that it has entered

into with that supplier/subcontractor and cancel all purchases concerned. The Sunrange regularly assesses and audits its own supply chain and the supply chain of its supplier/subcontractor to ensure that forced labor does not exist at any stage of production process. To ensure that forced labor does not exist at any stage of production process, the Sunrange will assess new suppliers on forced labor prior to any purchase, verify the production site of the Sunrange itself and conduct on-site inspection and audit on the product site of new and existing suppliers. The Sunrange will work with third-party auditors, government agencies and other responsible enforcement agencies to audit new and existing suppliers/subcontractors. The Sunrange complies with all national and/or local labor laws and regulations regarding the minimum employment age, employment conditions and working conditions.

5、 The Sunrange respects the employees' freedom of choice of work, and prohibits any form of forced labor such as deposit payment, surrender of government-issued identification or payment of recruitment fees or other fees, to ensure that the employment is voluntary. The Sunrange provides all the employees with a written employment agreement, and does not prohibit the employees from travelling or free movement.

6、 The Sunrange will continuously improve the working and living conditions for the health and safety of the employees, and take measures to eliminate or reduce hazards to the greatest extent in order to provide the employees with a safe and good working and living environment, including: all workshops, warehouses, office buildings, dormitories and other buildings shall meet the requirements of national standards, and satisfy the standards in terms of construction quality, fire protection and environmental protection; no excessive dust, noise, moisture and smoke that results in high temperature and serious air pollution is generated in any workshop and production process; each of production phase is equipped with safety protection facilities and labor protection products in accordance with national regulations; the Sunrange regularly carries out waste water, exhaust gas, noise discharge testing, fire protection facilities testing, lightning protection facilities testing, employee drinking water testing in accordance with national regulations to ensure the health of the employees. Any of the Sunrange's employee who subjects other employees to unsafe working conditions will be terminated immediately.

7、 The Sunrange promotes the cooperation between the employees and the management, protects the rights of the employees to form and join trade unions, and pays careful attention to the employees' concerns. The Sunrange encourages the employees to express their concerns regarding the Sunrange's policies and/or working conditions, and provides the employees with the opportunity for discussion.

8、 The Sunrange is committed to providing all the employees an equal and fair working and living environment without any intimidation, abuse, exploitation or sexual assault. No employee shall be subject to any form of discrimination and

insultation for any reason such as geographical origin. No employee shall be subject to any discrimination due to skin color, ethnicity, religion, gender, age, sexual orientation or disability in any of the labor practices including hiring, promotion, wage and work assignment.

9、 The Sunrange is committed to ensuring that all the employees are treated with dignity and respect. No employee shall be subject to physical, verbal or emotional abuse. Any of the Sunrange's employee who subjects other employees to abusive working conditions will be terminated immediately

10、 The Sunrange complies with all national and/or local labor laws and regulations governing regular and overtime working hours. The Sunrange will arrange the production plans, working hours, rest and vacations in a timely and reasonable manner in accordance with laws and regulations.

11、 The Sunrange complies with all national and/or local labor laws and regulations governing regular and overtime wages. The Sunrange will offer the employees a market-based and fair wage and remuneration in a timely fashion, at least to satisfy the basic living demands of the employees. The Sunrange will ensure that the wages are paid once a month, unless national and/or local laws and regulations require otherwise a shorter period. The Sunrange prohibits the practice of withholding wages as a disciplinary measure or for any other reason.

12、 The Sunrange will provide the training of social responsibility management to all the employees and stakeholders, especially the employees responsible for supply chain and sourcing decisions. The trainings will be conducted for new employee upon recruitment and annually thereafter. Additional trainings will be conducted if the laws and regulations require the change of the Sunrange's policy.

13、 The Sunrange will provide sufficient opportunities and procedural safeguard to facilitate the employees to communicate with the Sunrange. The employees or other stakeholders who become aware of the allegations and/or violations of this Policy shall immediately report to the Sunrange's Complaint Management Committee. The Sunrange will immediately conduct an investigation into the reported allegation to determine any violation of this Policy. The Sunrange will keep confidential the name and identification information of the reporting employee, and no employee will be subject to adverse employment decisions due to the reporting. The employees who knowingly violate this Policy will be terminated.

14、 The Sunrange will establish social responsibility management policy, procedures and implementation documents, set up execution team and supervising mechanism, regularly review the suitability and effectiveness of the system, influence the stakeholders by effective means and in appropriate forms and improve the system continually

15、The Sunrange will update the Policy timely and publish the latest version on the website: www.sunrangeenergy.com.

16、The Policy is last updated on July 12, 2023.

