Human Rights Management Policy of Jinko Solar

Introduction

Statement

Commitments and Actions for Human Rights

1. Employees of the Company

- **Prohibition of forced labor:**

- **Prohibition of child labor:**

- **Good working conditions:**

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3 Benefits management:

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4 Training and development:

5 Occupational health and safety:

- **Respect for freedom of association and collective bargaining:**

- **Labor-capital communication:**

2. Employees of Suppliers

- **Labor rights and labor practices:**

3. Other Stakeholders

- **Requirements for partners' human rights and labor practices:**

- **Respect for indigenous rights:**

- **Empowering ecosystem partners:**

Human Rights Due Diligence Procedure

- **Governance structure:**

- **Policies and systems:**

- **Risk assessment and actions:**

1 Risk identification:

7 Stakeholder communication: