

# 社会责任政策

*Social Accountability Policy*

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## 社会责任政策

一、固德威选择采用 SA8000:2026 管理体系，根据相同的标准和现行法律，定义和实现社会责任政策，其代表本组织员工开展的所有活动的核心。

GoodWe has chosen to adopt a SA8000:2026 Management System, according to the same Standard and to the current legislation, defining and realizing a Policy of Social Responsibility that represents the core of all the activities performed by the workers of the Organization.

二、固德威根据公司价值观，将以下视为优先事项：

GoodWe according to the company values, considers it a priority:

1. 除 SA8000:2026 标准的所有要求外，还尊重其中提到的有关劳工保护的国家和超国家法律（国际劳工组织公约、世界人权宣言、联合国儿童权利公约、消除对妇女一切形式歧视公约等），以及国家集体劳动合同和其道德守则的原则；

Respect, in addition to all the requirements of the SA8000:2026 Standard, the national and supranational laws on the protection of labor mentioned therein (ILO Conventions, Universal Declaration of Human Rights, United Nations Convention on the Rights of the Child, Convention on the Elimination of All Forms of Discrimination against Women...) the National Collective Labor Contract and the principles of its Code of Ethics;

2. 通过应用和披露 SA8000:2026 标准的原则和内容以及持续改善员工的工作条件，确保对社会责任承诺；

Ensure its commitment to Social Responsibility through the application and disclosure of the principles and contents of the SA8000:2026 Standard and the continuous improvement of the working conditions of its employees;

3. 通过培训、信息、意识，不断采取行动，促进所有员工的参与、激励和专业精神的发展；

Act constantly for the involvement, motivation and development of the professionalism of all staff, through training, information, awareness;

4. 启动与固德威所有内外部利益相关者就 SA8000:2026 标准进行沟通和对话的系统，以了解他们的需求和期望，传播公司政策并提高对社会责任问题的认识；

Activate a communication and dialogue system with all internal and external stakeholders of GoodWe in relation to the SA8000:2026 Standard, in order to detect their needs and expectations, disseminate the Company Policy and raise awareness on the issues of Social Responsibility;

5. 通过在制定和实施其战略时考虑可持续发展的概念以及其活动所产生的社会、环境和经济影响，提高所在社区利益相关者的生活质量；

Improve the quality of life of the stakeholders of the community in which it is established by taking into consideration, in the definition and implementation of its strategy, the concept of sustainable development, the social, environmental and economic impacts deriving from its activities;

6. 选择和评估供应商时考虑其遵守 SA8000:2026 标准要求的承诺，排除那些使用或鼓励使用童工的供应商；

Select and evaluate suppliers taking into account their commitment to comply with the requirements of the SA8000:2026 Standard, excluding those that make use of or encourage the use of child labor;

7. 通过编制和传播年度可持续发展报告披露所做出的承诺和取得的成果。

Disclose the commitments undertaken and the results achieved through the preparation and dissemination of the annual Sustainability Report.

8. 对体面劳动、人权绩效承担最终责任，将社会责任纳入公司战略。

Take ultimate responsibility for decent work and human rights performance, and integrate social responsibility into the company's strategy.

三、高级管理层根据遵守标准要求的承诺，为实现社会责任政策实施中确定的目标提供充足的资源，

并通过成立一个社会绩效团队（SPT），负责监督标准内容的遵守情况，并提出持续改进的措施。

Senior management, in accordance with its commitment to comply with the requirements of the Standard, shall provide adequate resources to achieve the objectives identified in the implementation of the social responsibility policy, and shall establish a Social Performance Team (SPT) responsible for monitoring compliance with the content of the Standard and proposing measures for continuous improvement.

四、固德威确保并监督标准要求的实施：

GoodWe regulates, ensures and guarantees the implementation of the requirements of the Standard in relation to:

- 1. 儿童和未成年工保护 Protection of Children and Young Workers**

固德威不会使用童工。"童工"是指未满十六周岁，或未满义务教育年龄，或未满国家规定的最低就业年龄的就业人员，以三者中最高年龄为准。我们支持使用合法的工作场所学徒、实习和其他类似计划，并遵守适用于此类计划的所有法律和法规。

GoodWe will not use child labor. The term "child" refers to any employed person under the age of 16, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace apprenticeship, internship and other similar programs that comply with all laws and regulations applicable to such programs.

## **2. 结社自由与集体谈判权 Freedom of Association and the Right to Collective Bargaining**

尊重组织和集体谈判的权利

Respect of the right to organize and bargain collectively

固德威不会阻止员工选举工会代表、工人代表或加入工会。

GoodWe will not prevent its employees from electing trade union representatives, worker representatives or joining trade unions.

工会代表、工人代表和其他工人组织不会受到歧视，集体谈判将受到鼓励。

Trade union representatives, worker representatives and other workers' organizations shall not be subject to discrimination, and collective bargaining shall be encouraged.

## **3. 自由及公平的招聘，雇用和解聘 Free and Fair Recruitment, Employment and Termination**

禁止违背劳动者意愿强迫或强制劳动，禁止在威胁和惩罚的情况下使用任何形式的劳动。

It is forbidden to employ people against their wishes and to use any form of labor under threat or punishment.

固德威给予所有员工尊严与尊重。公司不得参与或容忍对员工采取体罚、精神或肉体胁迫以及言语侮辱的行为，不允许以粗暴、非人道的方式对待员工。

GoodWe treats all personnel with dignity and respect. GoodWe shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

不向工人收取招聘费、中介费或变相费用。

No recruitment fees, agency fees or disguised charges shall be collected from workers.

招聘、雇佣和解聘遵循法律法规及正当程序，无歧视行为。

Recruitment, employment and termination shall follow laws, regulations and due process.

#### **4. 体面的工时，薪酬及福利 Decent Hours, Wages and Benefits**

获得公平工资和体面工作时间的权利

Right to a fair wage and decent working hours

正常工作每周不应超过 48 小时。

Normal work should not exceed 48 hours per week.

固德威尊重员工获得生活工资的权利，并保证一个标准工作周(不含加班时间)的工资总能至少达到法定、集体谈判协议(如适用)或行业最低工资标准的要求，而且满足员工的基本需要，以及提供一些可随意支配的收入。

GoodWe respects the right of personnel to a living wage and ensure that wages for a normal work week, not including overtime, shall always meet at least legal or industry minimum standards, or collective bargaining agreements (where applicable). Wages shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.

#### **5. 禁止歧视 Freedom from Discrimination**

男女同工同酬和不受歧视的权利

Right to equal pay for men and women and to non-discrimination

禁止采取任何损害男女同工同酬权利的不公平做法。在招聘和解雇以及在晋升和培训方面，必须尊重机会均等的权利。

It is forbidden to undertake any unfair practice which prejudices the right of equal pay for men and women doing equal jobs. The right to equality of opportunity must be respected in relation to recruitment and dismissal and with respect to promotion and training.

在招聘、录用、晋升、薪酬、解雇及培训等雇佣全生命周期，禁止基于种族、肤色、宗教、种姓、出身、族裔、性别（含怀孕状况、性别认同与性取向）、原籍地或社会出身、国籍、残障、年龄、工会会籍或活动情况、婚姻状况、家庭或照护责任、政见、军人或退役军人身份、遗传信息、与履职能力无关的疾病，以及其他任何与工作能力无关的特征实行任何形式的歧视，包括排斥或优惠待遇。

Throughout the full employment lifecycle, including recruitment, hiring, promotion, remuneration, dismissal and training, it is forbidden to practice any form of discrimination, including exclusion or preferential treatment, on the basis of race, colour, religion, caste, descent, ethnicity, gender (including pregnancy status, gender identity and sexual

orientation), national origin or social origin, nationality, disability, age, trade union membership or activities, marital status, family or caregiving responsibilities, political opinion, military or veteran status, genetic information, diseases unrelated to the ability to perform the job, or any other characteristic unrelated to the ability to work.

#### **6. 健康和安全 Health and Safety of Workers**

工作场所的健康和安全权利，包括身体、社会和心理健康。

The right to health and safety in the workplace, including physical, social and psychological well-being.

固德威提供安全的工作场所，特别是在评估和管理风险以及适当的培训计划方面。

GoodWe provides a safe workplace, in particular with respect to the careful assessment and management of risks and an appropriate training program.

固德威已任命一名健康安全代表，负责监督风险评估的遵守情况。

GoodWe has appointed a Health and Safety Representative who is responsible for supervising compliance with the provisions of the Risk Assessment.

#### **7. 隐私权 Privacy**

固德威仅收集、处理和使用与工作直接相关的个人数据，限于最初收集目的，尊重员工个人自主权，仅在有限基础上用于雇佣、晋升或解雇决定，且以非歧视方式进行。

GoodWe shall only collect, process and use personal data directly related to work, limited to the original purpose of collection, respecting the personal autonomy of personnel, and shall use such data on a limited basis for employment, promotion or dismissal decisions, in a non-discriminatory manner.

固德威对个人数据的收集、分发、使用、维护和处置确保：准确、有效、可靠；最小化收集，提供适当的安全性和保密性，仅在指定合法目的所需时间内保存，尊重员工知识产权并考虑弱势群体的特有风险。

GoodWe shall ensure that the collection, distribution, use, maintenance and disposal of personal data are: accurate, effective and reliable; minimized in collection; provided with appropriate security and confidentiality; retained only for the time required for the specified legitimate purposes; respectful of personnel's intellectual property; and considerate of the specific risks to vulnerable groups.

固德威确保员工对个人数据的收集与使用、相关政策程序及自身权利（包括拒绝或限制收集使用的权利）有适当的认知与沟通渠道。

GoodWe shall ensure that personnel have appropriate awareness of and communication channels regarding the collection and use of their personal data, relevant policies and procedures, and their own rights, including the right to refuse or restrict collection and use.

五、董事会已采取以下举措，以确保本政策在公司内部各级和固德威全体员工中得到理解、实施和支持：

The **Board of Directors** has put in place the following initiatives in order to ensure that this POLICY is understood, implemented and supported at all levels within the company and by all staff of GoodWe:

1. 实施符合 SA8000:2026 标准的社会责任管理体系。

Implementation of a Social Accountability Management System in compliance with the SA8000:2026 Standard.

2. 展示本政策的副本供所有员工查看。

Display of a copy of this Policy for all staff to see.

3. 员工培训和 SA8000 手册的分发。

Staff training and distribution of the SA8000 Manual.

4. 准备年度 SA8000 报告并公布其中的要点。

Preparation of an annual SA8000 Report and publication of the salient points from it.

六、固德威的员工在工作中追求持续的质量改进，并提出追求这种质量改进的工具和想法方面发挥着重要作用。固德威员工及其他利益相关方可通过以下方式正式提出投诉或建议：

It should be noted that the employees of GoodWe have an important role in pursuing continuous quality improvements in their work and proposing instruments and ideas for pursuing such quality improvements.

Employees of GoodWe and other stakeholders can lodge complaints or make suggestions formally in the following ways:

1. 向社会绩效团队提交 Submission to the Social Performance Team
2. 通过 SA8000 工人代表提交 Submission through the SA8000 Workers' Representative
3. 向固德威举报窗口提交 Submission to the channels for whistleblowing/ notification:
  - phone: 0512-69582203
  - email: [GOODWE-Admin@goodwe.com](mailto:GOODWE-Admin@goodwe.com)
  - 飞书公司圈 Feishu Company Circle
  - 树洞信箱 email: [Sdxx@goodwe.com](mailto:Sdxx@goodwe.com)

Concerning the complaint on SA8000 issue, please contact with us:

关于 SA8000 问题的抱怨或建议，请联系我们：

| Organization 办事机构                                   | Contacts 联系方式                                                                                                                           |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| SGS Affiliate in China<br>SGS 在中国联系方式               | CNSSC.integrity@sgs.com                                                                                                                 |
| SGS SA8000 Accreditation office<br>SGS SA8000 认证办公室 | sa8000@sgs.com                                                                                                                          |
| SAAS contact information<br>SAAS 认可委的联系方式           | Lisa Bernstein Program Manager 程序经理<br>Fax 传真: +1-212-684-1515<br>E-mail 邮箱:<br>LBernstein@saasaccreditation.org                        |
| SAI Contact Information<br>SAI 标准委员会的联系方式           | Executive Director,<br>SAI<br>9 East 37th Street, 10th Floor<br>New York, NY 10016<br>Tel: +1 (212) 684-1414<br>Email: info@sa-intl.org |

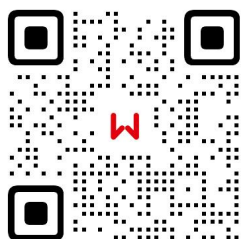
**固德威技术股份有限公司**

官网: <https://sustainability.goodwe.com/>

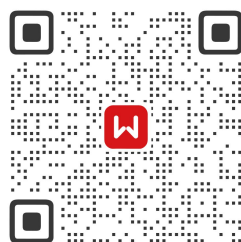
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固德威历年 ESG 报告



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