

东方日升人权政策声明

Human Rights Policy Statement

■ 我们的承诺 Our Commitment

东方日升遵守国家及当地的法律法规及适用的要求，以及国际规范和人权标准要求。

Risen Energy complies with national and local laws and regulations, as well as other applicable requirements, including international norms and human rights standards.

在公司层面全面尊重和保护人权，并在所有经营活动、供应链和合作关系中贯彻这一原则。
本政策明确遵循以下国际公认标准：

Risen Energy is committed to respecting and protecting human rights at a company-wide level and embedding this commitment across all operations, supply chains, and business relationships. This policy is explicitly aligned with internationally accepted standards, including:

- 《联合国商业与人权指导原则》
UN Guiding Principles on Business and Human Rights, UNGPs
- 《经济合作与发展组织跨国企业准则》
OECD Guidelines for Multinational Enterprises
- 国际劳工组织(ILO)核心公约
The International Labour Organization (ILO) Core Conventions
- 联合国人权宣言
The United Nations Declaration of Human Rights
- SA8000 社会责任管理体系
SA8000 Social Responsibility Management System

公司同样地对下级供应商施加影响，促使其履行应尽的社会责任和环境责任。

We also influence our subordinate suppliers and require them to fulfill social and environmental responsibilities.

我们承诺避免通过自身活动直接或间接造成对人权的不利影响，并在出现不利影响时积极采



取补救措施。同时，我们将尽力预防或减轻因我们的业务关系而直接关联的潜在人权风险，即便这些风险并非由我们直接造成。

We commit to avoid causing or contributing to adverse human rights impacts through our own activities and to address such impacts where they occur. We also seek to prevent or mitigate adverse human rights impacts directly linked to our operations, products, or services through business relationships, even if we have not contributed to those impacts.

■ 本政策明确承诺尊重和防止以下人权侵害：

This policy includes a commitment to respect and prevent violations of the following rights:

- **禁止人口贩卖 Prohibition of Human Trafficking**

公司严禁以任何形式组织或参与人口贩卖活动。

We strictly refrain from organizing or participating in any form of human trafficking activities.

- **禁止强迫劳动 Prohibition of forced labor**

公司不允许任何通过威胁、暴力、债务操控或证件扣押等手段实施的非自愿劳动。

We do not allow any involuntary labor carried out through means such as threats, violence, debt manipulation or document seizure.

- **禁止童工及保护未成年工 Prohibition of Child Labor and Protection of Juvenile Workers**

坚决杜绝以任何形式雇佣童工。公司雇用已满 16 岁未满 18 岁的员工时，应确保其工作环境和工作时间符合国家或当地法律规定。

We strictly eliminate any form of child labor. When employing workers aged 16 to 18, we ensure that their working conditions and hours comply with national or local laws.

公司遵守有关最低工作年龄的法律法规，禁止违反当地有关最低工作年龄以及强制受教育年龄的规定而雇用包括学徒或技校生在内的任何年龄的员工。

We comply with laws and regulations on the minimum working age and must not employ workers of any age, including apprentices or vocational school students, in violation of local regulations on the minimum working age and



compulsory education age.

- **自由结社和集体谈判 Freedom of Association and Collective Bargaining**

公司遵守所有有关结社自由及集体谈判的适用法律，尊重员工组建、加入行业组织工会，并拥有在适用法律下，以和平、合法方式集体谈判的权利

We comply with all applicable laws regarding freedom of association and collective bargaining. They must respect employees' rights to form and join trade unions and to engage in collective bargaining in a peaceful and lawful manner.

公司不得在员工自由结社或集体谈判时加以骚扰、恐吓或报复。

We do not harass, intimidate, or retaliate against employees for exercising their rights to associate or engage in collective bargaining.

公司为员工的申诉采取保密措施。

We implement confidential measures for handling employee grievances.

- **平等不歧视待遇 Equality and Anti-Discrimination**

公司不能干涉员工行使遵奉信仰和风俗的权利，和满足涉及种族、社会阶层、国籍、宗教、残疾、性别、性取向、工会会员和政治从属需要的权利。所有员工应受到尊重和尊严待遇。

We do not interfere with employees' rights to practice their beliefs and customs, or to fulfill their needs related to race, social class, nationality, religion, disability, gender, sexual orientation, union membership, and political affiliation. All employees must be treated with respect and dignity.

公司在涉及聘用、报酬、培训机会、升迁、解职或退休等事项上，公司不得从事或支持基于种族、社会等级、国籍、宗教、身体残疾、性别、性取向、工会会员、政治归属或年龄之上的歧视。

We do not discriminate against employees based on race, social class, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation, or age in any practices, including hiring, promotion, wages, dismissal, or retirement.

公司保证工作场所不得出现基于种族、年龄、性别、阶层、政治立场、宗教、婚姻状况、性取向、残疾、怀孕，或其它与工作能力无关的歧视。

In the workplace, we guarantee to prevent discrimination based on race, age,



sex, social class, political affiliation, religion, marital status, sexual orientation, disability, pregnancy, or any other irrelevant factors unrelated to work capacity.
公司遵守国家、当地政府及国际标准关于骚扰和虐待的适用法律。

We comply with applicable national, local government, and international standards regarding harassment and abuse.

■ 其他基本人权 Other Fundamental Rights:

在所有经营活动中尊重人的尊严与安全，保障隐私及免受骚扰的权利。

Respect for human dignity, privacy, safety, and freedom from harassment in all business activities.

■ 适用范围 Scope

- 公司自有运营：适用于所有雇员、业务活动及产品/服务。
Own Operations: Covers all employees, direct business activities, products, and services.
- 供应商：包括承包商、制造商、分销商、分包商、顾问、独立承包商等，须遵守本政策。
Suppliers: Includes contractors, manufacturers, distributors, sub-contractors, consultants, independent contractors, and primary producers.
- 合作伙伴：包括代理、合资企业、政府关系伙伴、客户及社区等，须共同维护人权标准。
Partners: Includes agents, joint ventures, government partners, customers, clients, and local communities.

本政策要求所有供应商和合作伙伴签署并遵守等同标准，确保业务网络中的劳动者和社区均受到公平、尊重和保护。

We require all suppliers and partners to adhere to equivalent standards to ensure fair, respectful, and protective conditions for all individuals impacted by our business operations.

