

东方日升人权尽职调查
Human Rights Due Diligence

备注：东方日升对自有运营、上下游价值链、合作伙伴定期展开系统的人权尽职调查，识别潜在风险，并将识别结果向利益相关方公开。

Note: Risen Energy conducts regular human rights due diligence to our own operations, value chain and cooperation partners, so as to identify potential risks. The identified risks will be disclosed to stakeholders

人权议题 Key human rights	易受影响对象 Affected groups	评估工具 Assessment tools	2022 风险 2022 Risks	2022 风险发生几率 Risk likelihood for 2022*	2023 风险 2023 Risks	2023 风险发生几率 Risk likelihood for 2023*	减缓措施 Mitigations	补救措施 Remediations
职业安全 Occupational safety	产线、工程人员，新进员工 Production and engineering employees, new hires	职业伤害报告 Occupational injury report	低 Low	0.3%	低 Low	0.2%	·定期进行风险评估 Conduct regular risk assessments ·安全生产宣导 Promote production safety awareness ·消除工作场所危害因素 Eliminate workplace hazards ·增加防护设施 Increase protection facilities	·紧急医疗与急救处理 Provide emergency medical and first aid treatment ·提供完善医疗协助 Provide medical assistance ·依法提供假期与薪资补偿 Provide vacation and salary compensation according to law
童工 Child labor	产线、18岁以下员工（含供应商） Production employees, employees under 18 years old (including suppliers)	身份证明 ID documents	无风险 Negligible	0	无风险 Negligible	0	·明文禁止使用童工 Prohibit the use of child labor in writing ·完善身份检查机制 Improve the identity check mechanism	·立刻停止童工工作，人员以资遣办理 Stop child labor working immediately ·通知童工父母或监护人，公司负责遣送之交通/住宿/其他费用 Notify the child worker's parents or guardians and cover their transportation, accommodation, or other related costs
强迫劳动 Force labor	所有员工（含供应商） All employees (including suppliers)	RBA 内部审计、申诉调查 RBA internal audit, grievance investigation	无风险 Negligible	0	无风险 Negligible	0	·明文禁止强迫劳动 Prohibit force labor in writing	马上停止强迫劳动并依法依规处理涉事人员 Stop immediately forced labor and deal with those involved in accordance with the law and regulations
自由结社 D Freedom of association	所有员工 All employees	申诉调查 Grievance investigation	无风险 Negligible	0	无风险 Negligible	0	·新员工培训宣导 Training for new hires ·管理层培训宣导 Training for leadership team	立即采取有效的纠正和补救措施，依法依规处理涉事人员 Take effective corrective and remedial actions, and apply appropriate measures to the involved personnel according to the law.
女性保护 Female rights	特定女性（孕妇等） Certain female employees (such as pregnant woman)	登记记录、申诉调查 Registration records, grievance investigation	无风险 Negligible	0	无风险 Negligible	0	完善相关制度和基础设施，提供必要的保障性服务 Improve relevant systems and infrastructure to provide necessary services	紧急采取必要的医疗措施和心理辅导 Take the necessary medical measures and psychological counselling urgently
歧视 Discrimination	所有员工（含供应商） All employees (including suppliers)	申诉调查 Grievance investigation	无风险 Negligible	0	无风险 Negligible	0	明文禁止任何形式的歧视行为，包括但不限于招聘、用工等 Prohibit any forms of discrimination, including recruitment, employment	立即有效纠正及补救措施，重新检视公司办法并对管理阶层进行观念宣导 Take immediate and effective corrective and remedial actions, re-examine the company's approach and promote the awareness of management

* 计算公式=风险发生的人数/总人数

Risk occurrence = number of people affected by risk / total number of people