

**Suntech Power**

# **2024 Modern Slavery Statement**

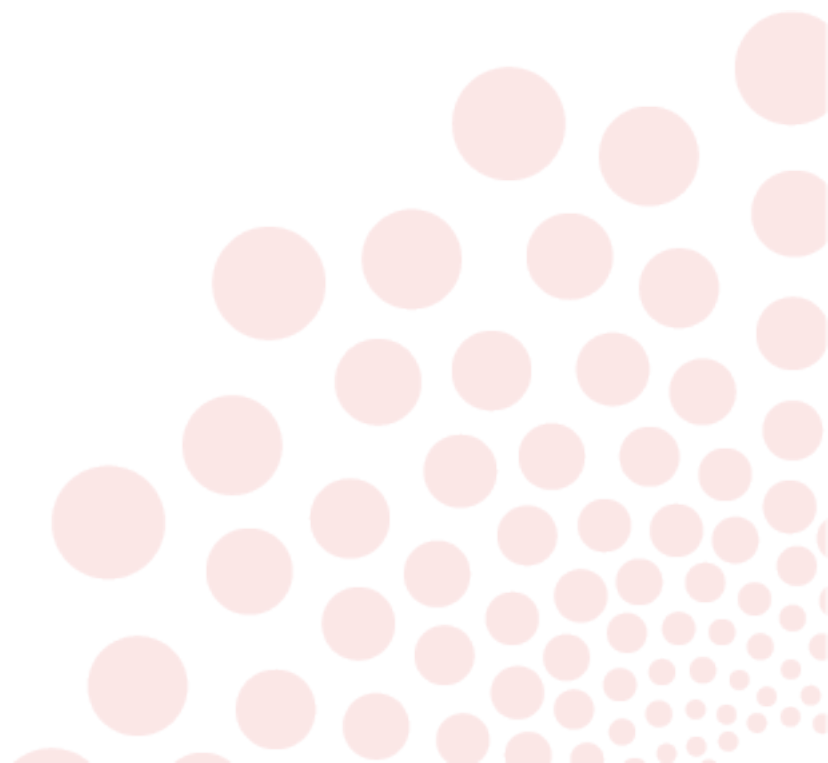
Stand the Test of Time



# Table of Contents

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|  |    |
|--|----|
| 1. Introduction .....  | 1  |
| 2. About Suntech .....   | 2  |
| 3. Supply Chain .....  | 3  |
| 4. Modern Slavery Risk Management .....                          | 4  |
| 5. Policies and Governance .....                                 | 5  |
| 6. Actions .....   | 6  |
| 7. Valuation of Effectiveness and Continued Improvement .....    | 7  |
| 8. Industry FAQ on ethical sourcing – Answered by Suntech .....  | 8  |
| 9. 3 <sup>rd</sup> Party Auditing by SEDEX .....                 | 12 |
| 10. Conclusion .....   | 13 |
| Annexure A: SA8000:2014 Social Accountability Certificate .....  | 14 |
| Annexure B: Suntech Business Code of Conduct for Suppliers ..... | 18 |



# Introduction

Suntech Group is committed to human and labour rights and to eradicate modern slavery globally in all its forms.

During the current time of publish of this document Suntech Group had revenue of **\$734,610,799.05** in the year ending 2023, cumulative PV module shipment of **50GW+** and have presence in over 100 countries which makes Suntech Group classified as reporting entities pursuant to the Modern Slavery Act 2018 (Cth).

Suntech Group is committed to conducting its business operations in an ethical and responsible manner. We are aware that modern slavery is a serious issue affecting individuals and communities worldwide and recognize our role in eradicating this problem. This Anti-Modern Slavery Statement outlines our approach to identifying, managing and mitigating the risk of modern slavery in our operations and supply chain throughout our business.

# About Suntech

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Suntech Group is a global leading PV module manufacturer and has been manufacturing Solar PV modules since 2001 (23 years). We are dedicated to producing high-quality, high performance, sustainable solar products that meet the needs of our customers while minimizing our impact on the environment, you can read more about our environmental & sustainable business practise from our **“2023 Suntech Sustainability Report”** document.

Suntech Group is mainly engaged in the research and development of PV modules, production and sales of PV modules, System products, Power station development, O&M services as well as offering smart energy solutions. Through standing the test of time and constant innovation Suntech is able to push the envelope further to push the industry toward a net-zero future.

Suntech Group has been consistently ranked as a top 10 highly bankable BNEF Tier 1 PV module manufacturer for many years in a row since 2014. Continuously innovating ways to improve product quality and durability and is a testament to our 700+ patents related to module design IP.

Suntech Group has also been consistently awarded high performance ratings by verified global 3<sup>rd</sup> party reputable testing institutions such as DNV, PVEL, VDE, EUPD and many more. Our quality is a result of our state of the art fully automated manufacturing equipment including auto cell dicing, welding, cascading, lamination, framing, JBox, curing and more. On top of this includes our 52 point quality assurance check regime.

Our Wuxi factory also is home to our nationally recognized and certified testing laboratory and acknowledged by CNAS and complies with IEC17025. We have other manufacturing facilities in Changzhou, Chuzhou and Suzhou in China as well as a location in Indonesia.

Over 50GW of solar power plants using Suntech modules has been connected to the grid worldwide. We have branches in China, Japan, Germany, UAE, South Africa, Australia, USA and foot-prints all over the world with the largest markets being Europe and Asia.

As of June 2024, Suntech Group has over 3000 full-time employees that range from R&D, procurement, sales, engineers, project managers, corporate, culture, HR, ESG, finance and customer service.



# Supply Chain

Suntech Group understand that our supply chain represents a potential source of modern slavery risk, and we are committed to taking a proactive approach to identifying and mitigating these risks. Suntech Group vertically integrates the manufacturing of solar cells and modules within our factory. We source our solar wafers up-stream from strategically selected semiconductor suppliers which must pass our ultra-comprehensive compliance criteria which includes but is not limited to social responsibility, anti-modern slavery, sustainability policies, code of conduct, financially and socially stable.

Suntech Group currently engages with polysilicon and wafer suppliers who operates in the following regions of China: Baotou, Inner Mongolia, Jiangsu, Jiangxi, Tianjin. We also have a supply chain map/component annexure document which can be supplied and shared upon request. These suppliers as per Suntech's code of ethics and conduct for suppliers are assessed heavily on quality control, stability, social responsibility and many other critical metrics. Thanks to this carefully articulated process our suppliers pose no risk to modern slavery.

Our suppliers are required to adhere to our Supplier Code of Conduct, which sets out our expectations regarding labour standards, human rights, and environmental practices. We conduct regular supplier assessments to ensure compliance with these standards and take appropriate actions where necessary. Annually we conduct audits on our suppliers ensuring they are complying with all our compliance criteria mentioned above.

We pro-actively engage with our certification providers VDE & TUV to conduct factory inspection and audits to certify our competency, QA, social responsibility, Operational health & safety, equipment suitability, employee working conditions and much more. In addition to this we have worked with high profile enterprises which required the approval of our factory and operations to the SEDEX auditing standard, more information about our SEDEX reports can be found in the chapter 9 below.

# Modern Slavery Risk Management

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Suntech Group have established an internal Modern Slavery Working Group responsible for developing and implementing our anti-modern slavery policies and practices.

The Working Group regularly reviews and updates our risk management framework to ensure it remains current and effective.

The Suntech Australia Subsidiary as well as all other branches actively communicate global considerations on modern slavery standards and participate in workshops in all continents of the world. Throughout the companies lifetime there has been no related incidents to modern slavery or child labour as this is taken very seriously with the company and have established multiple procedures to mitigate any risks.

Suntech also have completed a risk assessment table for many different risk types concerning modern slavery. This risk assessment can be shared upon request to view all the risk ratings.



# Policies and Governance

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Suntech Group have a zero-tolerance policy towards modern slavery and have implemented a number of policies and procedures to ensure compliance with this policy. These include our **Code of Conduct**, **Whistle blower Policy** and **Modern Slavery Policy**. Our policies are regularly reviewed and updated to ensure they remain relevant and effective.

Suntech Group strives to ensure that its products, services and associates do not incorporate any trace of forced labour in any form. It does this by having a well established team who are responsible for developing and monitoring compliance in relation to modern slavery.

Thanks to the development of Suntech's policies and procedures surrounding employees' rights and freedom we have passed the SA8000 system audit which can be found in appendix A below.



# Actions

We are committed to taking action where modern slavery is identified in our operations or supply chain. This may include terminating relationships with suppliers or taking disciplinary action against employees. We also engage with stakeholders, including industry groups and NGOs, to share knowledge and best practices and to drive change across our sector.

All Suntech Group employees are given quarterly recurring training on code of business conduct as well as compliance training which explicitly raises awareness of the nuances of modern slavery and human trafficking.

Within the companies code of business conduct and ethics encompasses our values, guiding principles and vision to be a global leader in our field with close emphasis on ESG requirements. For every continent and country we operate there are HR systems in place to ensure staff are aware and trained on local laws, rules and regulations.

Suntech Group regularly engages 3<sup>rd</sup> parties to investigate our ESG performance to continually receive objective feedback and understanding to see where we can optimize anything in our social governance. These 3<sup>rd</sup> parties include PVEL, SEDEX, EcoVadis and much more.

Furthermore, as expected from a globally trading manufacturer, Suntech has continuously demonstrated compliance to all industry ISO standards verifying their commitment to quality control (ISO9001), environmental management (ISO14001), OHS practises (ISO45001) and energy management (ISO50001).





# Valuation of Effectiveness and Continued Improvement

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We are committed to continually improving our approach to modern slavery risk management. We measure the effectiveness of our policies and procedures through regular reporting and review. We also seek feedback from our stakeholders and use this feedback to drive continuous improvement.

We welcome anonymous reporting of any suspected violations of our current modern slavery policies via a hotline service which was developed via our whistle-blower policy.



# Industry FAQ's on Ethical Sourcing – Answered by Suntech

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## 1. Please provide stand-alone modern slavery and/or human rights policies mentioned in MS Statement, including:

- **Management Procedures for Child Labor and Juvenile Workers.**

Regarding Child labor Suntech enforces a strict minimum age requirement of 16 across all employees and related staff members (Lowest recorded in SEDEX audit being 19 years old). This age requirement is checked through a minimum 2 forms of identification requirement as a prerequisite for employment. In the rare occurrence any form of child labor is identified Suntech will immediately terminate the employment and conduct a thorough investigation to pin point the root cause. The child will also be supported with compensation for school tuition fees, medical expenses necessary and overall financial assistance until age 16.

- **Management Procedures for Prohibiting Forced Labor.**

Carefully assessed and selected up-stream suppliers, minimize out-sourcing staff and only accepting when heavy due diligence conducted on the entity, ensure working conditions are up to standard, wages & compensation are well above minimum standard for all local governments, strong age verification system, career growth opportunities available and a active whistle-blower hotline available. Working extra hours without pay is not encouraged and frowned upon within the company culture. Employees have full right to also terminate their employment with minimum 2 weeks' notice. Suntech also does not associate with any company or links to entities supporting or benefitting from human trafficking.

- **Management Procedures for Information Communication.**

HR from HQ operates and moderates an online communication platform to distribute important company announcements, training, alerts and much more. This includes the details and information embedded with our compliance to SA8000 social responsibility standards. Employee inquiries, questions and complaints are also processed in an efficient and timely manner through our internal platform.

- **Employees' Freedom of Association and Control of Right to Collective Bargaining.**

All Suntech employees enjoy the right to freely join trade unions and participate in collective bargaining. Suntech takes the international laws regarding 'Universal Declaration of Human Rights' and ILO 'International Labour Organization' very seriously and thus have implemented protocols that allow employee's voices and opinions to be heard. Weekly

sub-department catch-ups for all regions are facilitated at one approach to increase association. Employee's basic interests in the union are encouraged and protected by respecting the reports, suggestions and submissions made by employees. Global sales teams meetings and briefings are also conducted frequently (Monthly) to ensure all employee strategy suggestions to optimize their work flow are considered. Furthermore yearly remuneration reviews are conducted and seriously assessed. For a full explanation of our Employees Freedom of Association and Control of Right to Collective Bargaining you can find it explained at length in chapter 8 of our "2023 Sustainability Report".

- **Whistle-blower Policy.**

Suntech has an Informer Management System which provides people a hotline +86-510-8531-8706 or email [lianjie@suntech-power.com](mailto:lianjie@suntech-power.com) to contact in instances of antiethical conducts identified by concerned employees.

- **Code of Conduct.**

Code of Conduct Document enclosed in the appendix of our MS statement.

- **Conflict Minerals Policy.**

Suntech ensures that any 3TG elements (Only Tin needed) used in production are sourced from China strictly and do not pose any violation to the Conflict Minerals Policy. Furthermore Suntech requires suppliers to sign a CMRT (Conflict Mineral Report Template) to verify no association with any mineral conflict affected areas.

- **Code of Business Conduct for Suppliers.**

Yes, included in the code of conduct document.

## **2. Please provide Annexure with declaration of components comprising solar product?**

Annexure declaration has been supplied enclosed in the submission.

## **3. Industry notes Suntech's recognition of the International Labour Organization's and UN Guiding Principles on Business and Human Rights, how are these incorporated within your internal directives? And what assurance is undertaken to ensure compliance?**

Suntech has established a series of management systems with reference to the International Labour Organization's and UN Guiding Principles, such as Human Resource Control Procedures. Through these management systems, Suntech Power has achieved comprehensive management in various stages of employee recruitment, employment, attendance, performance management, promotion, training, and demission, and has taken the initiative to protect the rights

and interests of employees during their employment. And the company passed the SA8000 system audit, fully accepted the human rights review and assessment, adhered to the law and compliance of employment, and built an open, fair and talent management system, protect the legitimate rights and interests of employees, and always prevent the occurrence of various illegal labour phenomena.

**4. Has Suntech conducted a risk assessment of modern slavery in its supply chain? If yes please outline methodology of risk assessment and findings.**

Yes, we have conducted a comprehensive risk assessment regarding all pillars of concern for modern slavery from the supply chain, to operations and manufacturing. Our findings show we have little to no risk to Modern Slavery with our current arrangements, you can find our risk assessment table in a separate document.

**5. Have audits of any suppliers within Suntech's extended supply chain been completed? If so, are you able to share the results of these assessments?**

For domestic suppliers, since they are rated as qualified suppliers, the company usually conducts on-site or qualification audits once a year, and appropriately adjusts the audit frequency and audit method according to the actual procurement frequency and product quality of different suppliers. In the event of batch disqualification of the purchased materials, which seriously affects the quality of the finished products, or major changes in the production conditions, production sites and production processes of the suppliers, the company will organize the implementation of audit to ensure that the suppliers meet the requirements. For foreign strategic material suppliers, the company shall arrange onsite audit, qualification audit, or entrust the nearest foreign branch to conduct on-site audit on behalf of the company.

In the recent audit (2024), the company audited a total of 23 suppliers, including 3 new suppliers and 20 annual audits of suppliers in the library, all of which passed the audit. For the improvement items, the audited suppliers all provide improvement reports and improvement evidence, and confirm the effectiveness of the improvement.

**6. Has Suntech identified any instances of modern slavery within your operations or extended supply chains? If so, please share the details and a copy of the investigation that followed and examples of actions Suntech has taken to remedy negative impact on human rights.**

No. According to the recent audit results, all of our suppliers passed the audit with no tangible risk of modern slavery.



## **7. How is the grievance hotline made available to suppliers? Does Suntech have a process for investigating and remediating human rights concerns?**

As responded on the Whistle-blower policy provided in question 1 Suntech has made available to all stakeholders an anonymous contact hotline (Number and email) to internal staff, external stakeholders, suppliers, etc. to ensure any instances of human right violation or abuse can be immediately reported. Suntech will review and investigate the claim very seriously to identify the root cause and will remedy whether it may be exterminating a supplier, partner, agency, employee or anything else.

## 3<sup>rd</sup> Party Auditing by SEDEX

Suntech has engaged 3<sup>rd</sup> party entity 'SEDEX' to conduct a comprehensive 2-Pillar and 4-Pillar SMETA (Sedex Members Ethical Trade Audit) assessment on our companies operations and trade.

The audit was completed at our main factory (Fengyang Suntech Chuzhou City, Anhui Province 233100 China)

This audit covers a wide bandwidth of social topics including universal rights, code implementation, anti-discrimination, working conditions, child labour, wages, working hours, treatment, etc. Suntech is proud to receive a 100% pass on all metrics of assessment which includes over 16 issue clauses and dozens of sub clauses within each. All reports are sharable upon request and can be used to verify Suntech's compliance to modern slavery & other ESG requirements.



**Sedex Members Ethical  
Trade Audit Report**

Version 6.1



## Conclusion

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In the view of Suntech Group, we understand that modern slavery is a complex issue that requires a collaborative and sustained effort from all stakeholders. We remain committed to playing our part in eradicating this problem and will continue to work towards this goal through our policies, practices, and partnerships.

Suntech Group will continually provide some key deliverables and improvement areas for future development to strengthen our awareness risks and damages of Modern Slavery and gain even more trust from our business partners and stakeholders.

**Date Signed:** 1<sup>st</sup> July 2024



**Michael Li**

**Global Sales & Marketing Director**

# Annexure A: SA8000:2014 Certificate

此为证书 CN22/00003932 译本

SGS

下述组织

**无锡尚德太阳能电力有限公司**

中国江苏省无锡市新吴区新华路9号

的管理体系已经过审核，并被证明符合下述要求

**SA8000:2014**

所涉及的活动范围覆盖

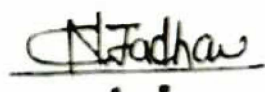
晶体硅太阳能电池和太阳能电池组件的设计和制造（主要过程包括制绒、扩散、退火、清洗、等离子化学气相沉积、丝网印刷、裁切、焊接、层叠、装框、终测）

在 SA8000 认证过程中社会责任国际(SAI)和其他利益相关者仅承认由获得 SAAS 认可的合格的可认证机构颁发的 SA8000 证书，不承认由未经认可的或由除 SAAS 之外的任何实体认可的机构颁发的 SA8000 证书的有效性。请参考 SAAS 网站 <https://sa-intl.org/sa8000-search/for> 认可证书的有效性。

该证书的有效期限自 2022 年 11 月 16 日至 2025 年 11 月 15 日 并须经过符合要求的监督审核保持有效

版本号 1. 初始注册日期 2022 年 11 月 16 日

在其它场所实施的认证活动在后续页面上列出



签署

Nilesh Jadhav

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第 1 页共 2 页

此为证书 CN22/00003932 译本, 续

# 无锡尚德太阳能电力有限公司



SA8000:2014

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| 版本号 1  |
| 场所   |
| 无锡尚德太阳能电力有限公司<br>中国江苏省无锡市新吴区新华路 9 号              |
| 晶体硅太阳能电池的设计和制造（主要过程包括制绒、扩散、退火、清洗、等离子化学气相沉积、丝网印刷） |
| 无锡尚德太阳能电力有限公司<br>中国江苏省无锡市新吴区新华路 16 号             |
| 晶体硅太阳能电池组件的设计和制造（主要过程包括裁切、焊接、层叠、装框、终测）           |



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Certificate CN22/00003932

SGS

The management system of

# Wuxi Suntech Power Co., Ltd.

No. 9, Xinhua Road, Xinwu District, Wuxi City, Jiangsu Province, P.R. China

has been assessed and certified as meeting the requirements of

## SA8000:2014

For the following activities

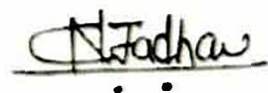
Design and manufacture of crystalline silicon solar cells and silicon solar cell modules (with primary processes of texturizing, diffusing, annealing, cleaning, plasma enhanced chemical vapor depositing, screen printing, cutting, welding, laminating, framing, final testing)

Social Accountability International and other stakeholders in the SA8000 process only recognize SA8000 certificates issued by qualified CBs granted accreditation by SAAS and do not recognize the validity of SA8000 certificates issued by unaccredited organizations or organizations accredited by any entity other than SAAS. Pls refer to SAAS website <https://sa-intl.org/sa8000-search/> for the validity of accredited certificates.

This certificate is valid from 16 November 2022 until 15 November 2025 and remains valid subject to satisfactory surveillance audits.

Issue 1. Certified since 16 November 2022

Certified activities performed by additional sites are listed on subsequent pages.



Authorised by  
Nitesh Jadhav

SGS India Private Ltd.  
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Certificate CN22/00003932, continued

# Wuxi Suntech Power Co., Ltd.



SA8000:2014

|   |
|---|
| Issue 1   |
| <b>Sites</b>  |
| Wuxi Suntech Power Co., Ltd.<br>No. 9, Xinhua Road, Xinwu District, Wuxi City, Jiangsu Province, P.R. China   |
| Design and manufacture of crystalline silicon solar cells (with primary processes of texturizing, diffusing, annealing, cleaning, plasma enhanced chemical vapor depositing, screen printing) |
| Wuxi Suntech Power Co., Ltd.<br>No. 16, Xinhua Road, Xinwu District, Wuxi City, Jiangsu Province, P.R. China  |
| Design and manufacture of crystalline silicon solar cell modules (with primary processes of cutting, welding, laminating, framing, final testing)   |



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# Annexure B: Suntech Business Code of Conduct for Suppliers

Suntech Power Holdings Co., Ltd.  
9 Xinhua Road  
New District Wuxi, China 214028

尚德电力控股有限公司  
中国无锡国家高新技术产业开发区  
新华路9号 邮编 214028

T +86 510 8531 8888  
F +86 510 8534 3321

## 【尚德公司】供应商商业行为准则

[ 明基逐鹿软件（苏州）有限公司]（“供应商”）在与无锡尚德太阳能电力有限公司（“尚德公司”）进行业务往来的过程中应严格遵行以下行为准则：

( BenQ Guru Software Co.,Ltd) (“the Supplier”) has to comply with the following Code of Business Conduct while establishing/maintaining the business relationship with Wuxi Suntech Power Co.,Ltd.( “Suntech” ) :

### 1. 遵守法律(Obeying the Law)

供应商及其每个员工的一切业务行为都必须严格遵守相关法律、法规及规章制度。供应商及其员工不能因为自身或公司的利益而从事违法行为。

The Supplier and its employees are required to comply with the laws and regulations of the country in which they operate. No Supplier and/or its employee should ever believe that he or she is serving his/her own or the Company's best interests by engaging in illegal conduct.

### 2. 利益冲突(Conflicts of Interest)

供应商应该不允许任何尚德公司的在职员工在供应商处担任员工、主管、董事或顾问。供应商应该也不允许与供应商有业务关系的尚德公司员工直接或间接（例如通过其家属或熟人）持有供应商的股份、债权或其他权益。如供应商是上市公司，尚德公司员工可以持有其股票，但该员工在供应商处的经济利益不能造成或显现出与其在尚德公司的工作有任何利益冲突。

The Supplier shall not allow any Suntech employee to act as an officer, director, employee or consultant of the Supplier. Also, the Supplier cannot allow any Suntech employee who has direct or indirect business connection(s) with the Supplier (such as via a family member or acquaintance) to hold the shares, debts or other rights of the Supplier. Suntech employees may only hold listed shares of a Supplier's stock if it is purely for personal investment purposes and the employee has no personal dealings with the Supplier or with any other person(s) whom have a personal dealing with the Supplier.

供应商不得向尚德公司员工赠予个人的礼品；不得向尚德公司员工提供免费或低收费的服务，如房屋装修、定制服装、免费电话或接送等；供应商也不得向尚德公司社交聚会等活动提供资助或宴请招待尚德公司员工。

The Supplier cannot bribe a Suntech employee in any way. This includes giving personal gifts, granting free or discounted prices, and/or holding social gatherings, activities or entertainment for Suntech Employees.

### 3. 产品责任(Product Assurance)

供应商必须在产品安全、卫生以及规格方面符合尚德公司的要求以及国家法律法规的标准。

The Supplier must abide by all rules, regulations, and standards set forth by Suntech and the state pertaining to the health and safety, especially for the products/services which are provided by the Supplier.

### 4. 环保(Environmental Issues)

供应商应严格遵守环保的法令规章，并立志以最佳且最实际的做法，减少对环境的不良影响。

The Supplier must commit to the best practicable means of minimizing harm to the environment and strictly comply with all environmental protection laws and regulations.

### 5. 竞争(Competition)



Suntech Power Holdings Co., Ltd.  
9 Xinhua Road  
New District Wuxi, China 214028

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供应商不得与其他竞争对手/公司就产品销售价格或条款，对其供应商采购价格或条款，产量或销售量设限，划分或分配市场区域、顾客或产品线，以及抵制或拒绝与特定竞争者、客户或供应商交易等达成一致；供应商也不得与其他竞争对手/公司串通投标或报价。

The Supplier understands and agrees that the following practices between the Supplier and its competitor(s) are strictly prohibited:

- Fixing of pricing or terms of sale of products,
- Fixing of pricing or terms they will demand from suppliers,
- Coordination or allocation of bids or quotes,
- Production or sales limitations,
- Division of or discrimination of geographic markets, customers or product lines,
- Boycotting or refusing to deal with certain competitors, customers or suppliers.
- Vertical price fixing or restricting passive sales.

#### 6. 行贿(Bribery)

供应商不得向国家公务人员提供现金或其他具有现金价值的物品。供应商也不得向顾客、供应商、承包商或第三方伙伴/员工等提供超出惯例/法律允许范围的财务利益，亦不得向顾客、供应商、承包商或第三方伙伴/员工等收取任何形式的个人财物利益。

The Supplier shall not give bribes to the public officers (either in cash or material representing a certain monetary value) in order to retain or bestow business or financial advantages. The Supplier shall neither give nor receive financial benefits other than those allowed under practice/law to its customers, suppliers, contractors, 3<sup>rd</sup> parties or partners/employees of any third party.

#### 举报(Tip-off)

同时，尚德公司也欢迎您对尚德公司工作人员在业务过程中的舞弊行为进行举报。举报电话为 0510-85318008，或发邮件至 [whistleblower@suntech-power.com](mailto:whistleblower@suntech-power.com)。

In the event that any fraud being committed by a member of Suntech staff is witnessed, It is the Supplier's obligation to notify Suntech by calling (0086)510-85318008 or sending an email to [whistleblower@suntech-power.com](mailto:whistleblower@suntech-power.com).

供应商在此确认已经阅读，完全理解并严格执行尚德公司供应商商业行为准则。

The Supplier verifies that it has fully read and understood <The Business Conduct Code for Suntech Suppliers>.

鉴上，特签署本承诺书如下：

In witness whereof, we hereby sign this Commitment Letter as follows:

供应商(Supplier): \_\_\_\_\_ (盖章 Stamping)

签字(Signature):

职务(Position):

日期(Date):





## **Wuxi Suntech Power Co., Ltd.**

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