

# **JA Solar**

# **Diversity, Equity, and**

# **Inclusion (DEI) Policy**

**(Formulated August 2024)**

## **1. General Provisions**

### **1.1 Commitment**

JA Solar Technology Co., Ltd., along with its subsidiaries and production bases (collectively and hereafter, '**JA Solar**'), remains steadfast in its commitment to leave a positive legacy for the planet and people by developing solar power to benefit the entire human race. We actively promote the application of photovoltaic and other renewable energy sources, making contributions to the attainment of global climate objectives. To foster a culture of open communication, equal opportunities, and respect for individual differences, JA Solar has instituted this policy. We believe that the implementation of a comprehensive Diversity, Equity, and Inclusion (DEI) Policy (hereafter, '**DEI policy**') will not only eliminate discrimination in all its forms but also stimulate employees' creativity, drive innovation, and promote sustainable development. A diverse workforce will enable JA Solar to better understand and serve global customers, thereby enhancing our competitive advantage.

### **1.2 Anti-Discrimination**

JA Solar explicitly prohibits any form of discrimination. Characteristics protected against discrimination include but are not limited to: race, ethnicity, nationality, region, tribe, language, skin color, gender, age, ethnic background, social status, values, attitudes, cultural perspectives, beliefs, sexual orientation, gender identity, physical ability, health status, marital status, pregnancy status, physical traits or disabilities, skills, socioeconomic background, indigenous origin, political views, military service, union affiliation, or any other characteristics protected by applicable law. JA Solar is committed to ensuring equal treatment and opportunities for all employees in recruitment, compensation, benefits, training, promotion, dismissal, and retirement. JA Solar will review and update this policy annually to ensure its continued compliance with the latest laws, regulations, and international best practices.

### **1.3 Anti-Harassment**

JA Solar maintains a zero-tolerance policy towards all forms of harassment, including but not limited to verbal abuse, physical contact, visual harassment, sexual harassment, bullying, and workplace violence. We are dedicated to creating a safe, respectful, and supportive working environment for all employees. Through regular training, clear reporting mechanisms, and stringent investigation procedures, JA Solar aims to prevent and address harassment. All employees and management personnel are responsible for reporting and stopping any form of

harassment. JA Solar will impose strict disciplinary actions, up to and including termination, for confirmed cases of harassment.

#### 1.4 Values and Principles

JA Solar's DEI Policy is built on the core values of respect, equality, and collaboration. Our commitment to the standards of diversity, equity, and inclusion is based on:

- International Bill of Human Rights,
- United Nations Global Compact,
- United Nations Guiding Principles on Business and Human Rights,
- ILO Declaration on Fundamental Principles and Rights at Work, and
- ISO 30415: 2021 Human Resource Management - Diversity and Inclusion

JA Solar views DEI as a critical component of its overall strategy, believing that a culture of diversity, equity, and inclusion will not only promote employees' career development but also enhance JA Solar's innovation capabilities, employee satisfaction, and market competitiveness.

#### 1.5 Definition of Key Terms

To ensure all employees correctly understand and implement this policy, the following are the definitions of key terms in this policy:

- **Diversity:** Refers to the differences among employees in aspects such as race, ethnicity, nationality, region, tribe, language, skin color, gender, age, ethnic background, social status, values, attitudes, cultural perspectives, beliefs, sexual orientation, gender identity, physical ability, health status, marital status, pregnancy status, physical traits or disabilities, skills, socioeconomic background, indigenous origin, political views, military service, union affiliation, or any other characteristics protected by applicable law.
- **Equity:** Ensures that all employees have fair access to opportunities, resources, and treatment, free from bias and discrimination.
- **Inclusion:** Creates an environment where all employees feel accepted, supported, and respected, enabling them to fully realize their potential.

#### 1.6 Scope of Application

This policy applies to all employees of JA Solar Technology Co., Ltd. and its subsidiaries and production bases, including full-time, part-time, temporary workers, and contract labor. JA Solar also encourages suppliers, contractors, and other partners to comply with this policy. All

stakeholders are expected to reflect our core values of diversity, equity, and inclusion in their interactions with JA Solar. Furthermore, JA Solar is committed to ensuring diversity among its suppliers, this includes, but is not limited to, procuring raw materials from small or disadvantaged suppliers to support local social and economic development.

This policy is globally effective across JA Solar's operations. While aligning with international standards, it will consider and respect local laws and cultural differences during implementation.

## **2. Provisions**

### **2.1 Management and Corporate Governance**

#### **2.1.1 Management Commitment**

The Board of Directors and senior management of JA Solar fully support and actively engage in initiatives related to diversity, equity, and inclusion. They are committed to embedding the DEI Policy into JA Solar's strategic decision-making processes and daily operations. Through continuous optimization of policies and measures, the management ensures the comprehensive implementation of DEI principles across JA Solar. The management will regularly review the implementation of the DEI Policy and make necessary adjustments and improvements as needed.

#### **2.1.2 Responsibility Allocation**

The coordination and management of diversity, equity, and inclusion-related matters are the collective responsibility of multiple functional departments. These responsibilities encompass policy formulation, implementation, monitoring, training, data analysis, and cross-departmental coordination. The respective departments shall advance these tasks collaboratively and report regularly to the ESG and Sustainability Management Committee, with periodic updates to the Board of Directors. Departments must work in close collaboration to ensure the effective implementation and continuous improvement of the DEI Policy throughout JA Solar and its value chain. All employees are responsible for practicing DEI principles in their daily work and are encouraged to actively participate in related activities to foster a diverse, equitable, and inclusive corporate culture.

### **2.2 Specific Measures and Strategies**

#### **2.2.1 Working Environment**

JA Solar is committed to creating a work environment free from bullying, harassment, harm, and

discrimination. We recognize and value the individual differences and contributions of all employees. JA Solar enforces the DEI Policy through clear disciplinary mechanisms and continuous education, ensuring that all employees can work in a respectful, equitable, and inclusive environment.

### **2.2.2 Recruitment and Employment**

JA Solar upholds fair and transparent recruitment and employment practices, adhering strictly to the *JA Solar Recruitment Management Regulation*. We ensure that recruitment processes are free from any form of discrimination based on race, ethnicity, nationality, region, tribe, language, skin color, gender, age, ethnic background, social status, values, attitudes, cultural perspectives, beliefs, sexual orientation, gender identity, physical ability, health status, marital status, pregnancy status, physical traits or disabilities, skills, socioeconomic background, indigenous origin, political views, military service, union affiliation, or any other characteristics protected by applicable law. JA Solar actively takes measures to attract diverse talents, including but not limited to expanding recruitment channels, optimizing job descriptions, and training recruiters to identify unconscious bias. JA Solar regularly reviews recruitment data to ensure the diversity objectives are being met.

### **2.2.3 Training and Development**

JA Solar incorporates DEI training into the employee development programs, addressing topics such as anti-discrimination, anti-harassment, diversity awareness, and inclusive practices. Participation in these trainings is mandatory for all employees, with periodic updates to ensure ongoing relevance. JA Solar employs a range of training methods, including online courses, offline sessions, and case studies, to ensure that employees not only gain knowledge of DEI principles but also apply them effectively in their daily work. Furthermore, JA Solar will gradually establish a DEI competency assessment mechanism, incorporating it into the relevant performance evaluation system.

### **2.2.4 Career Development and Promotion**

JA Solar is dedicated to offering equal career development and promotion opportunities to all employees. We have established a comprehensive career development framework, wherein promotion mechanisms are strictly based on the employee's ability, performance, and potential, using multi-dimensional evaluation methods to eliminate any form of bias. JA Solar regularly reviews promotion data to ensure employee diversity at all levels and provides tailored career

development support for employees from diverse backgrounds.

## **2.3 Monitoring and Evaluation**

### **2.3.1 Goals and Indicators**

JA Solar sets specific DEI goals and key performance indicators, including but not limited to annual employee satisfaction survey results and training participation rates. We regularly review these indicators to ensure that our DEI Policy continuously improves and achieves the desired outcomes.

### **2.3.2 Data Collection and Reporting**

JA Solar regularly collects and analyzes DEI-related data to evaluate the effectiveness of policy implementation. We are committed to the annual disclosure of DEI data and progress in JA Solar's Sustainability and ESG Report, ensuring transparency and enabling comparability of information. We also encourage feedback from employees and external stakeholders on DEI practices, incorporating this input into the ongoing process of continuous improvement.

## **2.4 Grievance Mechanisms**

### **2.4.1 Investigation and Handling Procedures**

JA Solar has established a clear and systematic procedure for investigating and handling complaints related to discrimination and harassment. This process is accessible to affected individuals, organizations, and any other stakeholders, including business partners and direct or indirect suppliers, who wish to submit complaints to JA Solar. We assemble a professional investigation team comprising representatives from relevant functional departments to ensure the independence and impartiality of the investigation. The investigation process encompasses the receipt of complaints, assessment, investigation, conclusion, and implementation of corrective measures. JA Solar commits to completing investigations within a reasonable timeframe and promptly informing the complainant and relevant parties of the progress and outcomes. We regularly review the effectiveness of the investigation procedures and makes continuous improvements based on feedback.

### **2.4.2 Complaint and Reporting Channels**

JA Solar provides anonymous and secure complaint channels, such as WeChat official account, hotline, email, and official website allowing employees to report any behavior involving discrimination, harassment, or other violations of the DEI Policy. Employees may submit

complaints anonymously. JA Solar is committed to ensuring that all reports are addressed promptly, fairly, and with the utmost seriousness. We regularly assess and enhance the effectiveness of its complaint channels to ensure they remain easily accessible and trusted by employees. For detailed information on the specific channels available, please refer to Section 3.3, “Policy Communication”, of this policy.

#### **2.4.3 Confidentiality Measures**

JA Solar is committed to maintaining strict confidentiality regarding the identity of all whistleblowers and the information they provide. Any actions attempting to retaliate against or disclose the identity of whistleblowers will result in severe measures of remedy and corrective actions by JA Solar.

#### **2.4.4 Measures of Remedy and Corrective Actions**

JA Solar is committed to enforcing measures of remedy and corrective actions in a fair and consistent manner, without deviation based on the employee’s position or any other factors. In response to any behavior that violates the DEI Policy, JA Solar will implement appropriate corrective actions and disciplinary measures. These measures may include communication, verbal warnings, written warnings, performance reviews, suspension, demotion, or termination.

In addition to enforcing disciplinary actions, JA Solar also emphasizes the importance of positive corrective measures, such as enhanced training, process optimization, or adjustments to team structures, to prevent the recurrence of similar issues. We regularly analyze DEI-related complaints and their resolutions to identify systemic issues and implement corresponding organizational improvements.

### **2.5 Support Resources**

#### **2.5.1 Internal Support**

JA Solar offers a comprehensive array of internal support resources, including but not limited to internal communication platforms and annual and periodic employee satisfaction surveys, to ensure that employees feel supported and respected in their work. Our welfare system is designed with a full consideration of diversity and inclusion, ensuring equitable access to benefits and support that address the needs of all employees.

**2.5.2 Feedback Mechanism**

JA Solar has established a comprehensive feedback mechanism, including employee opinion exchange meetings, suggestion boxes, hotlines, official website and various communication channels, to encourage employees to propose suggestions for improvement. We are committed to treating all feedback with the utmost seriousness, regularly analyzing and implementing valuable suggestions to ensure that the DEI Policy and practices are continuously optimized. This approach aims to effectively meet employees' needs and foster a genuinely inclusive working environment.

**2.6 Cultural Development****2.6.1 Company Events and Celebrations**

JA Solar is dedicated to cultivating an inclusive and respectful corporate culture through hosting multicultural events and celebrations. We organize various activities designed to enhance employees' awareness of diversity, promote mutual understanding, and foster respect.

**2.6.2 Advocacy and Education**

JA Solar implements a comprehensive DEI advocacy and education strategy, including specialized DEI training and case-sharing sessions. Through continuous advocacy and education, JA Solar aims to help employees understand the importance of DEI in depth and integrate DEI principles into their daily work.

**3. Supplementary Provisions****3.1 Regular Review and Updates**

JA Solar is committed to regularly reviewing and updating the DEI Policy to ensure its continued alignment with JA Solar's development and changes in the external conditions. Revisions and improvements will be made based on internal feedback and industry best practices. The review process will be managed by a designated review team comprising representatives from various functional departments, with special meetings convened as necessary to address significant revisions. All updates will be promptly communicated to all employees.

**3.2 Conflict Resolution and Policy Interpretation**

In the event of any conflict between this policy and other corporate regulations, the provisions of this policy shall prevail. This policy is intended to provide clear guidance to all employees in addressing any issues related to diversity, equity, and inclusion. In cases of ambiguity or questions

regarding interpretation, this policy shall serve as the definitive authority.

### 3.3 Policy Communication

We value the opinions and feedback of all stakeholders. Employees and other stakeholder with questions and comments regarding the content and application of this policy are encouraged to contact us through the following channels:

- Official Website: [SpeakUp](#) channel on the homepage
- Hotline: +86 10-63611911 (China)
- Address: No. 8 Building, Noble Center, No. 1 Courtyard, East Auto Museum Road, Fengtai District, Beijing, China

JA Solar will address every inquiry with due seriousness and ensure a clear response within a reasonable timeframe. All questions, requests for interpretation, and feedback related to this policy will be reviewed and addressed by our designated working group and management team.

### 3.4 Effective Date

This policy was approved by Company's Compliance and Internal Control Management Committee and will officially come into effect on September 1, 2024. JA Solar will ensure that all employees fully understand and comply with the contents and requirements of this policy through internal training sessions and announcements prior to its implementation.



Yang Ai Qing

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