

Commitment to Human Rights

Xinjiang Goldwind Science & Technology Co., Ltd. and its affiliates (collectively “Goldwind”) hold a deep respect for the foundation of human rights and the ethical manufacturing and supply of clean energy products and solutions. The protection of the innate human rights of Goldwind employees, and the employees of its suppliers, is deeply ingrained in our corporate culture through our environmental social governance criteria, ethics code, global corporate policies and training programs.

Goldwind is committed to respecting and supporting internationally recognized human rights standards and principles, including, inter alia, the Ten Principles of the UN Global Compact. For more than 20 years, Goldwind has respected fundamental human rights and fair labor practices, setting higher standards internally and among its global supply chain.

Prohibiting Child Labor and Forced Labor

- Goldwind strictly prohibits the use of any form of child labor, forced labor, bonded labor or the trafficking of persons throughout company operations and within our global supply chain.
- Goldwind adheres to its Code of Ethics and Business Conduct and Regulation on the Prohibition of Child Labor reaffirming the Company’s commitment to respecting human rights.
- Impartial and equitable hiring and employment relationships are demanded by Goldwind’s comprehensive regulations and policies. Goldwind does not tolerate forced labor and bonded workers of any kind.

Commitment to Employee Health & Safety

- The health and safety of employees is crucial to the livelihood of their families and the sustainable development of the Company. Goldwind abides by applicable health and safety laws, standards, and guidance, while striving to continuously improve working conditions to protect their health and safety.
- Goldwind’s global business is certified to ISO 45001, the international ISO standard for occupational health and safety management systems. Goldwind regularly provides occupational health and safety training to all employees and site visitors.
- Goldwind encourages its employees to balance their professional and personal lives through Goldwind-sponsored programs and benefits.

Advancing the Value of Equality and Diversity

- Underlined by Goldwind corporate cultures, RESPECT and TRUST is among the five core cultural values of Goldwind, which underpins Goldwind’s commitment to embracing diversity.
- Goldwind released its Diversified Employment Policy applicable to all business units of the

Company. Goldwind prohibits discrimination based on race, color, religion, creed, gender, national origin, sexual orientation, disability, age, marital, and other any other legally protected status where Goldwind operates.

Respecting Employee Privacy

- Respecting the privacy of each individual employee, Goldwind's employee information and privacy protection policies inform employees on how their personal data is managed and protected within the Company. Where applicable law to our international affiliates conflict with the global policy, Goldwind applies the higher standard.

Leading the Sustainable Supply Chain

- Goldwind emphasizes the importance of human rights protection in its global supply chain. As part of its supply chain management process, Goldwind requires its suppliers to comply with applicable laws and Goldwind's Supplier Social Responsibility Code of Conduct through Goldwind's Qualified Supplier Management Regulation, which are regularly reviewed and updated.
- Goldwind's Administrative Measures for Qualified Suppliers of Wind Turbine Components require that our suppliers comply with environmental regulations, safe production, and occupational health management to supplier evaluation standards.
- Goldwind evaluates its suppliers on a quarterly basis against the above referenced standards, investigates any suspected nonconformities and takes action based on the investigation findings up to and including placing a non-complying supplier on disqualified supplier status.

Following a people-first principle, Goldwind strives to protect the human rights and safety of its employees. Goldwind continuously reviews and improves its employee management and talent training programs to provide employees with career promotion and development opportunities, and foster a safe, healthy, and caring work environment. Through these measures, Goldwind facilitates the sustainable development of both employees and the Company.

This Commitment was approved by



Wu Gang
Chairman
Xinjiang Goldwind Science & Technology, Co. Ltd.



Wu Kai
General Manager
Goldwind International Holdings (HK) Limited

Dated: February 8, 2021
