



**SUNOVA SOLAR**

**Pv Tech Expert.**

# 云程电力

## SUNOVA SOLAR

ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT 2022

**Make It Happen**

[www.sunova-solar.com](http://www.sunova-solar.com) | 



# Contents

About this Report 04

Message From Chairman 06

About Us 08

Sustainable Development Management 14

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**Governance - Dedicated to Innovation and Long-Term Efforts** 18

5.1 Corporate Governance 5.4 Science, Technology and Innovation

5.2 Business Ethics 5.5 Product Quality and Safety

5.3 Internal Control 5.6 Customer Relationship Management

---

**Environment - Green Operation, Together Make It Beautiful** 28

6.1 Environmental Management 6.4 Waste Management and Emission

Compliance 6.5 Creating Green and Low-carbon Products

6.2 Energy Management 6.6 Biodiversity Conservation

6.3 Water Resource Management

---

**Social - A United Endeavour, An Unending Stream of Life** 36

7.1 Supply Chain Management 7.4 Occupational Health and Safety

7.2 Employee Rights and Benefits 7.5 Community Relations

7.3 Employee Training and Development 7.6 Charity and Public Welfare

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**Performance and Appendix** 48

8.1 Key Performance Table 8.1.3 Environmental Performance

8.1.1 Governance Performance 8.2 Appendix

8.1.2 Social Performance 8.2.1 GRI Index



This is the first Environmental, Social and Governance Report (hereinafter referred to as "this Report" or "ESG Report") of Sunova Solar Technology Co., Ltd. (hereinafter referred to as "Sunova Solar", "the Company" or "We") describing environmental, social and governance approach and performance of Sunova Solar in 2022.

## Reporting Boundaries

The geographical scope covers Sunova Solar and its subsidiaries, of which some subsidiaries have no production in 2022 or have a production cycle of less than one natural year. They are not included in the scope of this report.

The reporting period is from January 1, 2022 to December 31, 2022, some data disclosures beyond the foregoing.

## Basis of Preparation:

The standards, frameworks, principles and related requirements referenced in the preparation of this report are listed below:

- Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021
- United Nations Sustainable Development Goals (UN SDGs)

## Data Source

The information and data disclosed in this report are obtained from the internal official documents, statistical reports and periodic reports of Sunova Solar and its subsidiaries. Unless otherwise stated, financial information in this report is expressed in RMB.

## Report Confirmation

The contents of this report have been reviewed by the Board of Directors to confirm that there are no false records, misleading statements or material omissions.

## Report Access and Response

The Chinese and English versions of this report can be downloaded from the Company's official website ([www.sunova-solar.com](http://www.sunova-solar.com)).

If you have any suggestions and comments on this report, please contact us:

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Tel: 86 18800573614

Email: [bofeng.miao@sunova-solar.com](mailto:bofeng.miao@sunova-solar.com)

# Message From Chairman

Over the past year, the global energy situation has changed drastically, and sustainable development has received increasing attention, with more countries and enterprises making efforts to this end. Sunova Solar has made remarkable achievements in the field of photovoltaic in terms of environmental protection, social responsibility and governance.

Firstly, we always give priority to environmental protection and we are committed to promoting the use of clean energy and reducing our reliance on traditional energy sources. Through continuous technological innovation, we have successfully developed a series of high-efficiency, low-emission photovoltaic power generation products, which have made a positive contribution to the reduction of greenhouse gas emissions.

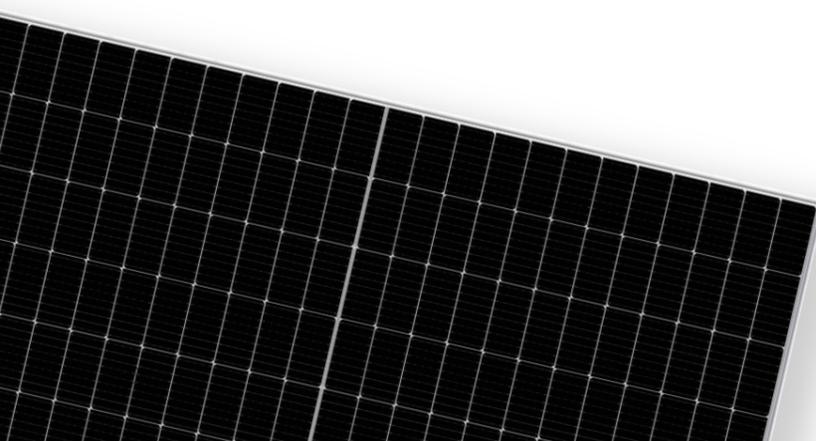
Secondly, social responsibility is an important part of our business concept. We actively participate in public welfare activities and pay attention to the disadvantaged groups, contributing to social harmony and stability. We also cooperate with local communities to promote the construction of photovoltaic power generation projects, contributing to local economic development.

Finally, achievements in governance should not be overlooked. We have always followed the principle of compliant operation, strengthened internal management and improved corporate governance. By establishing a sound internal control system and risk management mechanism, we have ensured the sound operation and sustainable development of our company.

Sunova Solar will continue to adhere to the concept of environmental protection, social responsibility and governance, and continue to promote the innovative development of the photovoltaic field. We will continue to strengthen technological research and development, improve product quality and efficiency, and make greater contributions to building a green future. At the same time, we will continue to fulfil our social responsibilities, actively participate in public welfare undertakings, pay attention to social issues, and strive to make more contributions to society.

Thank you to all directors, shareholders and employees for your support and efforts! Let's work hand in hand to create a bright future together!

**Mike Song**  
Chairman



## About Us

**Legal Name**  
Sunova Solar Technology Co., Ltd.

**Ownership**  
Privately Owned

**Headquarter**  
Wuxi, Jiangsu Province

**Employees**  
More than **600**

Sunova Solar, founded in 2016, is a Tier 1 module manufacturer focusing on global distributed photovoltaic product R&D, manufacturing and distributed power plant development. Our photovoltaic products are involved in commercial and residential land use, large, medium and small-sized public utility projects, at the same time, we focus on scientific and technological innovation, and we are actively laying out the market for products in the large-scale utility field with the trend of intelligent manufacturing.

As of the second quarter of 2023, we has three major module production bases in China and Vietnam, with 4.2 GW solar panels production capacity, and have shipped nearly 3.5 GW of cumulative modules worldwide, with operations in more than 20 countries and regions.

As a photovoltaic supplier, we insist on pioneering, keeping up with the development of the industry and the times, continuing to develop and grow, and preparing for the construction of new production bases, in order to provide customers with greener, safer and more efficient system solutions.

Statistics are as of the second quarter of 2023



Statistics are as of the second quarter of 2023

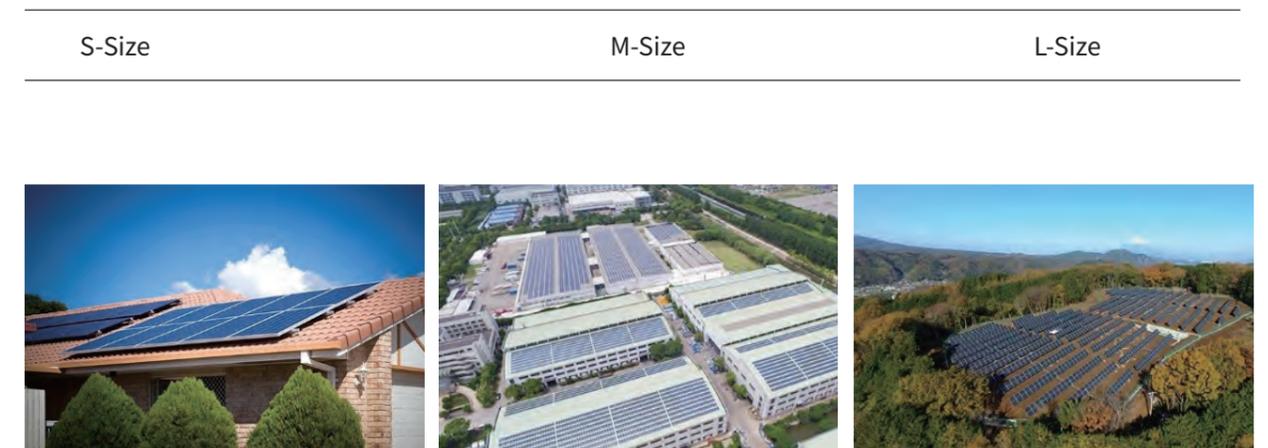
## Corporate Culture

**Vision** Our vision is to become a dedicated market player in distributed PV plants by building Sunova Solar into a leading one-stop technical solutions provider globally. We are committed to fair and socially responsible working standards and are working towards carbon neutrality as we aim to becoming the world's leading green energy supplier in the PV business.

**Mission** We aim to become the most user-centric energy enterprise.

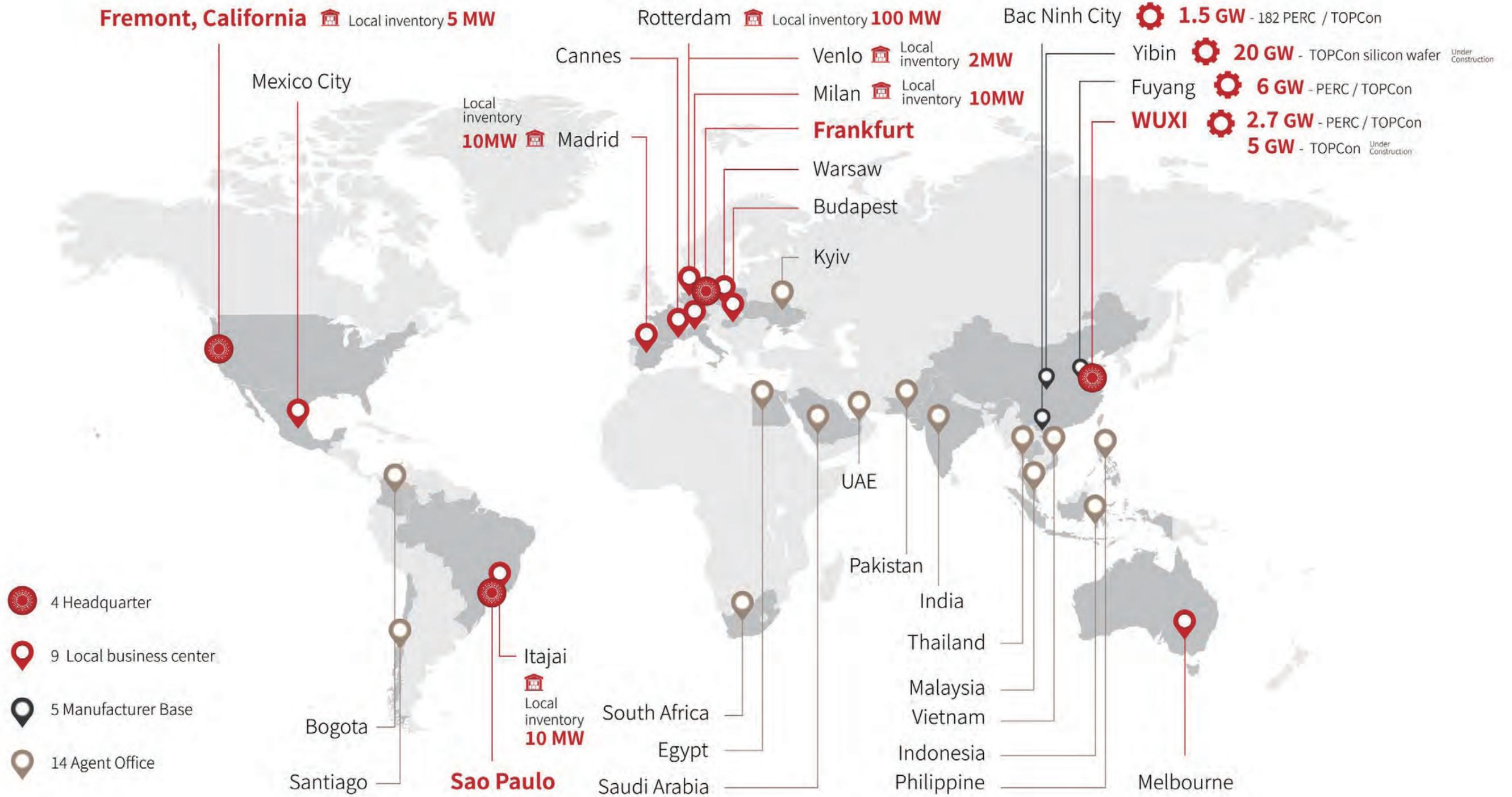
## Business Scope

Sunova Solar offers high efficiency, high quality solar PV modules, including the Zosma series of PERC products and the Tangra series of N-Type TOPCon products. Both series are available in three different sizes of one-sided or as bifacial dual glass versions to meet various scenarios of rooftop, industrial and commercial projects, and large-scale ground-mounted power plants.



**Global Business Layout**

We have more than 10 sales & service offices around the world, shipping to more than 20 countries and regions, with more than 100 industry partners, focusing on Europe, Latin America, Southeast Asia and other emerging photovoltaic markets.



**Certification**



ISO 9001:2015



ISO 14001:2015



ISO 45001:2018



ISO 50001:2018



IEC 62941:2019



SA 8000:2014

**Awards**



2021 "Zero Carbon Pioneer" in Shandong Market Shandong Solar Industry Association



2022 Specialized, Refined, Special and New Little Giant Enterprise in Jiangsu Department of Industry and Information Technology of Jiangsu Province



2021 China Distributed PV List PV Industry Recommended Brand Award Organizing Committee of China Distributed PV Innovation Development Forum



96th in the 10th Top 100 Solar PV Brands in the World in 2022 Photovoltaic Brand Lab



PVBL the Fastest Growing Companies Award 2022 Photovoltaic Brand Lab



74th in the Annual Top 100 Solar PV Brands in the world for 2023 Photovoltaic Brand Lab

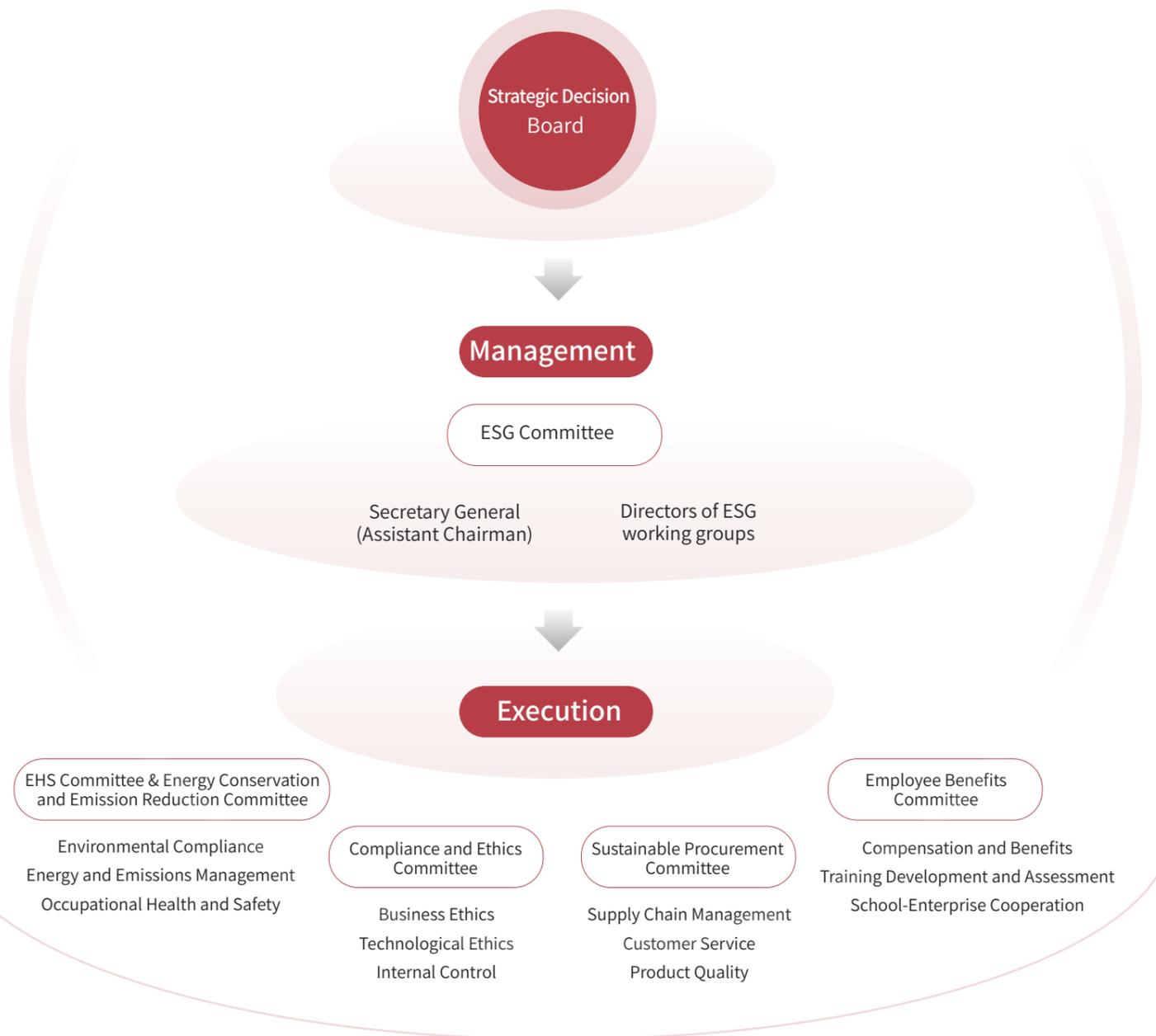
**Membership**

NO.	Name of Organization	Accession Status
1	United Nations Global Compact	Signatory Member
2	China Chamber of Commerce for Import and Export of Machinery and Electronic Products	Member
3	SolarPower Europe	Member
4	Bundesverband Solarwirtschaft(BSW)	Member
5	Spanish Solar PV association(UNEF)	Member
6	Brazil Greener	Member
7	Asociación Chilena de Energía Solar AG.	Member

# Sustainable Development Management

## Management Structure

Sunova Solar highly agrees with the concept of sustainable development. To cope with the risks and opportunities brought about by climate change, environment, human rights, and changes in the market, we have built a top-down ESG governance structure with clear responsibilities, which consists of the Board of Directors - the ESG Committee - and the Specialized Committee on ESG Issues. The ESG governance structure has vigorously promoted the integration of the ESG work with the operation of the enterprise and enhanced the performance of sustainable development management.

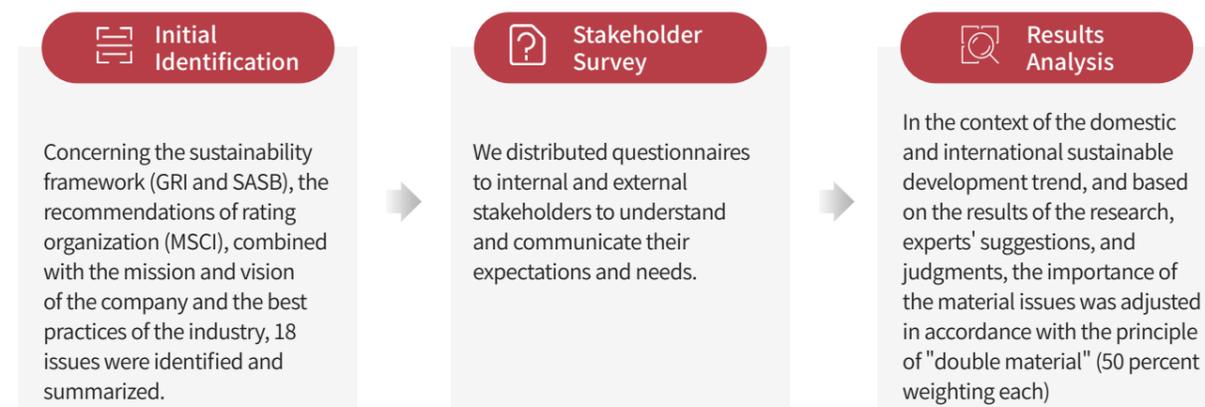


### Stakeholder Communications

We have established a few double-way communication channels and continue to communicate with our stakeholders to understand and respond to their needs and expectations promptly and to use them as a guide for the company's sustainable development efforts.

Stakeholders	Main Issues of Concern	Ways of Communication
Shareholders & Creditors	Corporate Governance Business Ethics Internal Control	Information Disclosure Media Communication
Customer	Service Quality Management Product Quality and Safety Green and Low Carbon Products	Online and Offline Communication Exhibitions Satisfaction Survey
Employee	Employee Rights & Benefits Employee Training and Development Occupational Health and Safety	Internal Mail Bulletin Board Suggestion Box Employee Activities Business Unit Communication Meeting Training and Grievance Mechanism
Value Chain Partner	Science and Technology Innovation Product Quality and Safety Supply Chain Management	Offline Visits Supplier Audit Complaint Mechanism
Government and Regulators	Corporate Governance Environmental Management Compliance Waste Management Water Resource Management Biodiversity Conservation	Daily Political Communication Exhibitions
Community (including residents) and Environment	Waste Management Water Resource Management Community Relations Charity & Public Welfare	Media Communications Community Activities Volunteer Programs

### Materiality Analysis



### Materiality Matrix



05

# GOVERNANCE

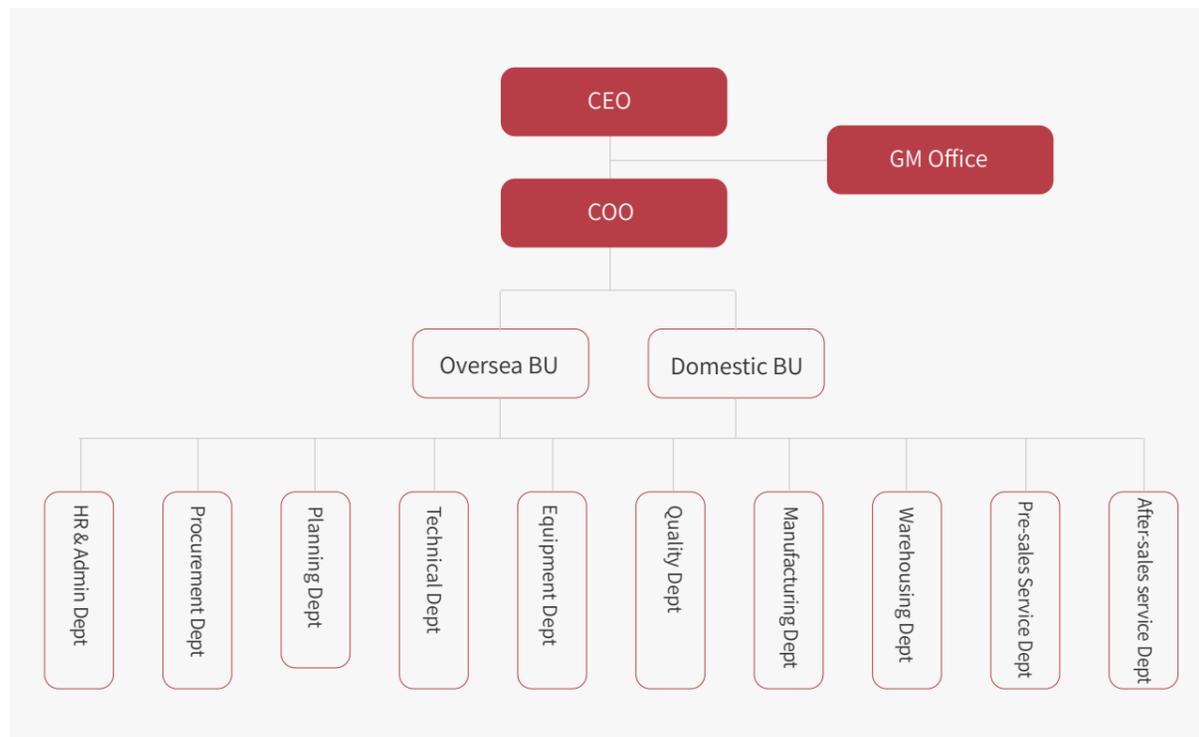
DEDICATED TO INNOVATION AND  
LONG-TERM EFFORTS

## 5.1 Corporate Governance



A sound modern corporate governance structure and a complete corporate governance system play a crucial role in creating sustainable value for an enterprise. With reference to the Company Law of the People's Republic of China, Sunova Solar has compiled the Management Charter of Sunova Solar, which builds a modern governance management system to realise the company's lawful and stable operation, and to safeguard the transparency of the company and the interests of its stakeholders, in order to promote overall sustainable development.

### Organizational Chart



### Tax Management

Sunova Solar supports efficient and transparent tax management to ensure compliance with laws and regulations of each country, reasonable tax payment, and creation of social value and contribution. As an important social responsibility of our company, we have been paying taxes in accordance with the law and strictly enforcing the tax management. 2022, our operating income has more than tripled, and we have paid nearly RMB900,000 in taxes.

## 5.2 Business Ethics



Sunova Solar deeply recognises the indispensability of business ethics in winning the market and establishing a good reputation. We focus on building corporate trust, following high standards of business ethics, and adopting an upright approach in accordance with the law to promote the company's maintenance of business operations and competition in the marketplace. We have zero tolerance for any violation of business ethics such as embezzlement, corruption, bribery, etc. We incorporate business ethics into the core values of the organisation, require management to set a good example, actively cultivate compliance awareness among employees and partners, and work in the same direction with our partners throughout the value chain to build a harmonious and stable market order.

### Anti-bribery and Anti-corruption

Sunova Solar attaches great importance to the construction of the company's anti-corruption and commercial bribery system, formulated and issued the "Document Control Procedures", "Supplier Management Procedures" and other rules and regulations, conveyed the anti-corruption and anti-bribery policy to employees and suppliers, implemented the principle of avoidance of special relationships, avoiding conflicts of interest, guiding the staff to identify with the company's culture of compliance and gradually formed an institutionalised, process-oriented mechanism for the prevention, detection, and elimination of corruption risks; The company has set up an online management system to regulate the behaviour of employees in receiving, giving and accepting gifts in business transactions. At the same time, the company has a whistle-blower protection mechanism to ensure that the complainant's information is not leaked and encourages employees to expose unlawful behaviours and safeguard their own and the company's interests.

### Complaint Channels

Tel: +86 0510 8595 9369

Email: [sunova-ljbb@sunova-solar.com](mailto:sunova-ljbb@sunova-solar.com)

Address: 4/F, Zone B, Liye Building, No. 20 Qingyuan Road, Xinwu District, Wuxi City, Jiangsu Province, P.R. China



Business Ethics Training

To raise employees' awareness of anti-corruption and anti-bribery, Sunova Solar organises business ethics training for employees every six months to help them better understand the risks of unethical behaviour. In 2022, the Company organised three business ethics awareness sessions covering the Board of Directors and all employees. In addition, the Company will remind sensitive business ethics issues by email at key points to raise employees' awareness of integrity and self-discipline, and urge key positions to consciously resist business bribery and reduce business continuity risks.

### Business Ethics Key Performance During the Reporting Period

Indicators	2020	2021	2022	Unit
Anti-corruption and Anti-bribery Training Rate	95	98	97	%
Confirmed Proceedings of Corruption and Bribery	0	0	0	Incident
Lawsuits on Unfair Competition and Antitrust Practices	0	0	0	Incident
Marketing Breaches	0	0	0	Incident

## 5.3 Internal Control



### Risk Management

In terms of compliance, we focus on risk identification and control. Firstly, we have formulated and implemented the Risk and Opportunity Control Procedures, which are updated annually in February to ensure the timeliness of the documents, and have established a standardised and effective risk control system to ensure that all potential risks can be converted to a low-risk status in a timely manner after appropriate measures have been taken. During the reporting period, the Company has identified relevant high-risk issues, such as the risk of chemical leakage and the risk of waste disposal in production. In response to these risks, Sunova Solar has taken proactive mitigation measures, including requiring suppliers to provide MSDS (Material Safety Data Sheet) when purchasing chemicals, conducting regular inspections of exhaust facilities, establishing waste classification standards and distributing them to various departments, finding qualified waste treatment organisations and legally transferring hazardous waste.

Secondly, we focus on consolidating resources and conducting annual compliance evaluations in the form of internal self-assessments to improve efficiency, reduce risk and maintain organisational stability and sustainability.



## 5.4 Science, Technology and Innovation



### Product R&D

As a Tier 1 global energy solutions company focusing on the R&D and manufacturing of global distributed photovoltaic products and the development of distributed power plants, Sunova Solar has continuously increased the investment in resources and actively researched and developed high-efficiency photovoltaic modules suitable for different environments to satisfy the needs of different scenarios of electricity consumption. In the future, the company will further lay out floating PV to create an energy-saving, low-carbon and high-efficiency power environment, and promote the global green energy transition through a full range of green energy solutions.

### Technological Innovation Key Performance during the Reporting Period

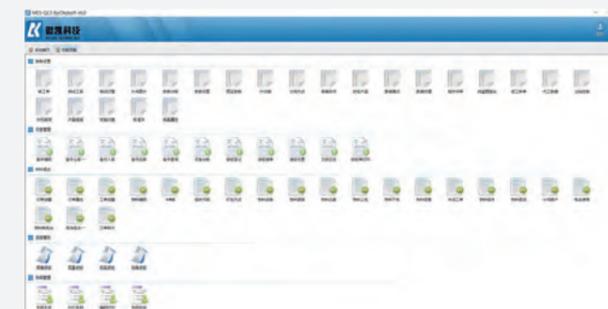
Indicators	2022	Unit
R&D Investment	7,069	Ten Thousand RMB
Accumulated Patents	34	Piece
Among them: Invention Patents	7	Piece
Utility Patents	27	Piece

### R&D Team

Indicators	2022	Unit
R&D Staff as a Percentage of All Employees	5	%
Among them: Doctors	10	%
Masters	50	%
Bachelor's Degree and Below	40	%

### Digitalization

To grasp the opportunity of digitalisation in the manufacturing industry, Sunova Solar has introduced AI technology in the defective vibration damping testing process to improve product safety and testing efficiency, and utilised the Manufacturing Execution System (MES) to achieve intelligent control in all aspects. The system is capable of monitoring the whole process of the entire product production cycle, automatically identifying defects and intelligently controlling the operation of equipment and assembly lines through AI technology, automatically generating quality reports and analysing data, realizing intelligent manufacturing management, and significantly improving the ability of production management and quality control. At present, the coverage rate of MES system production line has achieved 100%, further consolidating the company's advantage in digital transformation.



MES Operating Page

### Industrial Influence

In order to expand our influence in the PV industry and to promote clean energy development and innovation, Sunova Solar actively participated in external associations and exhibitions, such as Brazilian Greener, the Solar Power Europe, the UNEF in Spain, BSW in Germany, as well as the United Nations Compact Organisation, the Intersolar exhibitions in Germany and Brazil, and the Genera exhibition in Spain and many others. These events provided us with valuable resources and opportunities for co-operation, enabling us to continuously improve our competitiveness and support the respective countries in the quest for energy transition.



Greece Verdetec Exhibition



Germany Intersolar Exhibition



Italy Key Energy Exhibition



France Bepositive Exhibition



Poland ENEX Exhibition



Spain Genera Exhibition

## 5.5 Product Quality and Safety



We are committed to meeting our customers' needs for high-quality and high-performance products. We use advanced automated equipment and strict quality control systems to follow the quality requirements of the IEC standards and provide products of superior quality. We provide a 15-year warranty for our product modules and work closely with PICC to provide product reinsurance for our customers. Currently the production and sales of solar PV modules are certified by ISO 9001 for their quality management system. In terms of product certification, solar products have passed the double-glass CQC certification, the TÜV SÜD single-glass certification, the Mexican ETL certification, the Italian fire prevention certification, the British MCS and the Chilean SEC certification.



IEC 61215



IEC 61730



UNI9177



MCS PV0319



CE



IEC 61215/61730

### Quality Management

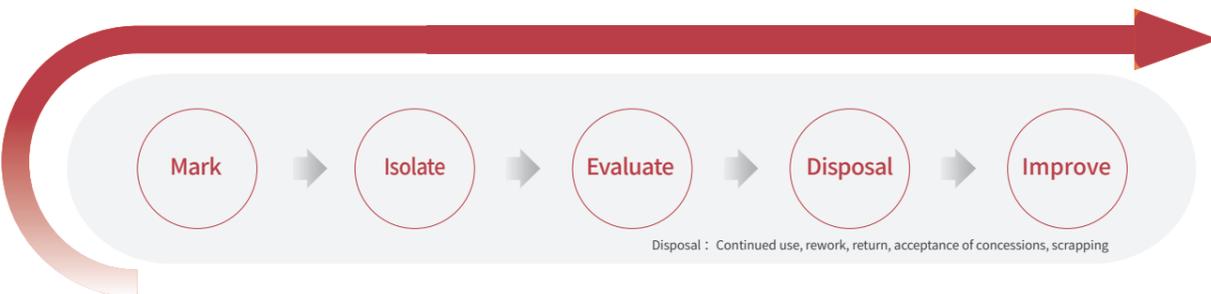


Sunova Solar has formulated several quality management documents, such as "IQC Incoming Material Inspection Work Instruction", "Sampling Inspection Work Instruction" and "Production Plan Management Procedure", to strictly monitor the incoming materials, design, production, packaging and other aspects of the product. In terms of supplier quality management testing, we require suppliers to provide REACH and RoHS test reports to ensure that incoming materials meet the company's restrictions on harmful substances. At the product design stage, we adopt FMEA (Failure Mode and Effects Analysis) method to identify potential failure modes, causes and severity, to realise risk prediction and to take appropriate mitigation measures, which is essential to ensure product quality and lifetime as well as to reduce potential risks. At the production stage, we strictly implement the "Four Eyes Principle" from production to first product confirmation, routine inspection and inspection check to ensure that the products are strictly checked by the quality team before shipment. At the same time, we strictly comply with on-site quality control standards, follow the "6S" principle, comprehensively safeguard all details of quality control management, and use intelligent systems to lock non-conforming products to prevent accidental outflow. This high standard of quality control is the cornerstone of our continuous development and growth, as well as our commitment to providing reliable and high-quality products to our customers.

In 2022, the company took several key initiatives throughout the product life cycle to continuously improve product quality and reduce accident rates to meet customer expectation for high quality. We have introduced automated welding technology, which not only improves the precision and consistency of welding, but also reduces the influence of human factors on the quality of welding, significantly reduces the rate of product defects and personnel accidents, and improves product reliability. Secondly, by increasing manual inspection and introducing systematic inspection techniques, we ensure that each product is carefully visually inspected so that any potential quality problems can be detected at an early stage and corrective action can be taken in advance.



### Non-conformity management



Sunova Solar has formulated "Nonconforming Product Control Procedures" and "Corrective and Preventive Measures Control Procedures" for implementing nonconforming product management and control measures. Once nonconforming products are found within the factory or in sales, we will immediately carry out a unified treatment for them. The quality management department will evaluate these nonconforming products according to the relevant quality management system, and record in detail the reasons for continued use, rework, return, concession acceptance, and scrapping of the products, analyse the data of the nonconforming products, and monitor and improve them, and establish a complete closed-loop management process of marking, isolation, evaluation, product disposal, and improvement. This measure is designed to reduce the rate of product defects, reduce return-to-stock issues, and ensure that the quality of products and services meets the high standards required by our customers.



## 5.6 Customer Relationship Management



Sunova Solar has taken a series of strong measures in customer relationship management, formulated and implemented "Customer Feedback Control Procedure", "Customer Requirement Review Procedure", "Customer Return Procedure" and other documents to effectively deal with customer feedback and complaints. The sales department regularly conducts customer satisfaction surveys in the form of customer meetings, telephone communications, questionnaires, etc. The surveys cover product quality, delivery lead time, service personnel attitude, etc., and five satisfaction levels are set to assess customer satisfaction and identify improvement opportunities. In the event of customer complaints, we manage customer complaints in a controlled manner, ensuring that issues are recorded, and corrective and preventive actions are taken as necessary, including regular monitoring of records of recurring complaints. Through these measures, we aim to maintain excellent customer relationships, continually improve customer satisfaction and ensure that any issues are resolved in a timely and effective manner in order to satisfy our customers and enhance the Company's reputation. In 2022, the Company did not experience any breaches of customer information or marketing logo violations.



06

# ENVIRONMENT

FOR A CLEANER WORLD.  
MAKE IT HAPPEN TOGETHER

In 2022, Sunova Solar attached great importance to and continued to promote the construction of energy and environmental management systems. Oriented to the annual environmental goals, we actively practiced energy saving and emission reduction, pollution prevention measures. Meanwhile, we advocated the concept of green environmental protection, as well as focused on creating green and low-carbon products. These practices demonstrated how we fulfil the company's responsibility for environmental protection and sustainable development.



## 6.1 Environmental Management Compliance



### Environmental Management System

Based on GB/T 24001-2016 "Environmental Management System Requirements with Guidance for Use" and other management system requirements and guidelines, Sunova Solar has compiled the "Integrated Management Handbook" in combination with the company's management mode and operating characteristics, forming the company's integrated management system of quality/photovoltaic module manufacturing quality/environmental/occupational health and safety. As the programmatic document and action guide of the integrated management system, the Integration Management Handbook stipulates the environmental policy of "complying with environmental protection laws and regulations, enhancing the environmental protection awareness of employees and customers, practicing energy-saving production and providing green and low-carbon products", as well as the operation and control process of environmental management, to reduce the negative impacts and risks on the environment, improve environmental performance, and meeting the environmental requirements. At present, the company has passed the ISO 14001 environmental management system certification and will continue to promote the construction and certification of the environmental management system to ensure that the certification will fully cover all new projects and factories in the future.

### Environmental Protection Training

In 2022, Sunova Solar carried out environmental protection training with the theme of "Environmental Protection Knowledge", which effectively enhanced the participating employees' understanding of ecological environmental protection and strengthened their awareness of ecological environmental protection.

### Environmental Non-compliance Control and Environmental Emergency Response Plan

Sunova Solar has established a comprehensive control mechanism for environmental non-compliance events and an environmental emergency response plan. In case of environmental accidents or environmental non-compliance events, the relevant post-holders or departmental leaders will report to the competent authorities at each level, and the competent authorities will assess whether to activate the environmental emergency response plan and promptly organize the relevant personnel to deal with the accidents at the scene to prevent the situation from expanding. After the competent department investigates the environmental non-compliance incident, according to the investigation result, the responsible person will be seriously dealt with, criminal responsibility will be investigated according to the law and the corresponding corrective and preventive measures will be taken. Finally, the competent authorities will follow up supervise, and inspect the implementation process and effect of the corrective and preventive measures to ensure their effectiveness. In 2022, the Company's environmental management work has been progressing steadily, and there were no environmental non-compliance events and penalties.

## 6.2 Energy Management



In 2022, Sunova Solar formulated the Energy Management System Handbook by ISO 50001 "Energy Management System Requirements with Guidance for Use" in conjunction with the actual situation of the company. The handbook clarifies the energy principle of "building energy-saving basic management, perfecting energy-saving management system, optimizing the production process, and adopting energy-saving technologies" as well as comprehensively stipulates the company's requirements for the energy management system, which is the platform and guideline to guide the company in complying with the national laws and regulations and other requirements, controlling the use of major energy resources, and establishing, implementing, and continually improving the performance of the energy performance and the performance of the energy management system.

Under the guidance of the Energy Management System and Energy Principles, the Company actively pursued initiatives to improve energy efficiency and reduce emissions, as well as continuously monitored energy usage and developed the Energy Smart Middleware System to effectively manage energy usage. In 2022, the Company's total consumption of non-renewable fuels was 5,753 litres of diesel fuel, and the total amount of purchased electricity was 1,095,423 kilowatt-hours (kWh).



Energy Smart Middleware System Interface

## 6.3 Water Resource Management



Water resource management is an important part of Sunova Solar's green operation. In 2022, the company's total water intake was 1,548 tons (no direct water use for the production process, only for equipment cooling and office usage), water consumption was 348 tons (24 tons of water loss for equipment cooling, 300 tons of water loss for office usage). The main source of Sunova Solar's water intake was municipal water, and the company has not taken water from the areas where water resources are under pressure. As a result, there was no negative impact on local water resources due to water extraction. At the same time, the company constantly explored ways to save water. On the one hand, we considered the reasonable utilization of water when formulating the process flow and adapted recycled water cooling in the production process to avoid primary water cooling and reduce the loss of cooling water. On the other hand, we actively applied water-saving sanitary appliances to strengthen office water management and practiced the concept of water-saving in all aspects of the production process and the company's operation.



In 2022, the company's drainage capacity was 1200 tons with no production wastewater discharge. The domestic wastewater was centrally treated by the sewage treatment plant, making sure it was in line with the "Regulations on Prevention and Control of Water Pollution in Taihu Lake of Jiangsu Province" "Taihu Lake Basin Management Regulations" and other laws, regulations, and standards of the wastewater discharge requirements.

Water Saving Appliances Site

## 6.4 Waste Management and Emission



### Solid Waste Management

Sunova Solar attaches great importance to the compliant disposal of solid waste. The company classifies solid waste into hazardous waste and non-hazardous waste by relevant laws. For hazardous waste (waste trimmings, waste packaging materials, waste activated carbon, waste packaging drums), the company entrusts qualified disposal companies to carry out standardized disposal and uses the hazardous waste management platform to report and monitor hazardous waste data in real-time. For non-hazardous waste (waste copper tape, domestic garbage, etc.), the company entrusts them to waste recycling units or sanitation departments for recycling and transportation.

In addition, based on our solid waste generation, the company is actively exploring the recycling of materials. In 2022, the company replaced our packaging materials with wooden pallets with iron pallets, which are of better quality and can be reused many times, to reduce the generation of solid waste and save the production cost of products.



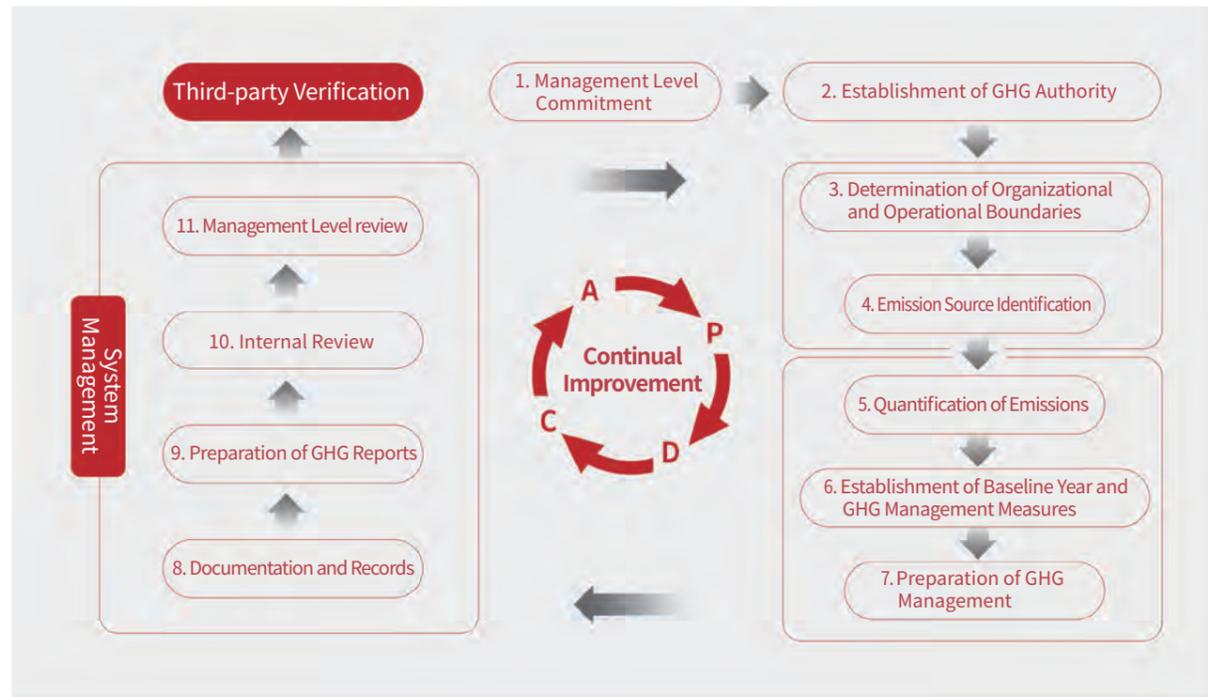
Iron Pallet Collection Area

### Hazardous Exhaust Emissions

To practice green manufacturing, Sunova Solar strictly implements the compliance emission of hazardous exhaust gas. The company's exhaust gas is generated in the process of string welding, laminating, and curing, and the characteristic pollutants are mainly non-methane hydrocarbons. The exhaust gas is collected by the exhaust hood then processed through the secondary activated carbon device, and finally discharged through the 15-meter-high exhaust pipe FQ1. All the exhaust gas emissions met the requirements of the local comprehensive emission standards for air pollutants.

### GHG Emission

Sunova Solar is deeply mindful of our responsibility to respond to climate change and actively arranges greenhouse gas emission reduction work. The company has formulated the "Greenhouse Gas Management Procedure Document" by ISO 14064-1 to manage our own greenhouse gas emissions, data collection, calculation, report preparation, and greenhouse gas internal audit-related activities, which standardizes the greenhouse gas emissions management process, clarifies the greenhouse gas management responsibilities of all levels, and establishes a good foundation for the company to carry out the greenhouse gas emissions management work.



Greenhouse Gas Emissions Management Flowchart

In order to boost the Company's low carbon development work and respond to climate change issues and risks, the Company has carried out greenhouse gas emissions verification and reporting work, and the results of carbon emissions in 2022, as verified by a third-party certification centre, are as follows:

Metrics	Scope 1	Scope 2	Total	Unit
Emission	92.33	7,706.30	7,798.63	tCO <sub>2</sub> e

On the one hand, the company was committed to carrying out the creation and declaration of green factories, establishing a green factory management system, integrating green and low-carbon design into the architectural and lighting design of the factories, and selecting energy-efficient equipment to realize energy-saving and low-carbon in the manufacturing process. Currently, the company has been certified as a Green Factory in Jiangsu Province, indicating that the company has been recognised for its green building achievements in terms of infrastructure, management system, energy resource use, products and environmental emissions.

On the other hand, the company introduces the concept of life cycle eco-design in product design and develops green and low-carbon products based on technological innovation to reduce the environmental load of the entire life cycle of the products. In 2022, the company used renewable raw materials for production and actively selected environmentally friendly packaging materials to reduce the environmental impact of the products and resource consumption. At the same time, PERC series single and double-glass PV module products have passed the French ECS carbon footprint certification, which demonstrated our reliable strength in practicing green and low-carbon manufacturing throughout the life cycle of our products and improved our overseas market competitiveness of PV module products.



ECS Carbon Footprint Certificate

## 6.5 Creating Green and Low-carbon Products



To comply with the trend of green and low-carbon development and green consumption, and to implement the concept of sustainable development of Sunova Solar, the company is actively creating green and low-carbon products while improving the quality of our products and services. In the meantime, the company plans to report on SBTi in the next reporting period.

## 6.6 Biodiversity Conservation



Sunova Solar always implements the concept of living in harmony with nature and strictly abiding by the ecological red line, adheres to the promotion of ecological protection, and protects biodiversity in project development, construction, and operation activities. In 2022, the company's "annual production capacity of 2GW solar photovoltaic module expansion project" met the requirements of the "Regulations on Prevention and Control of Water Pollution in Lake Taihu" and the "ecological red line" conformity requirements.

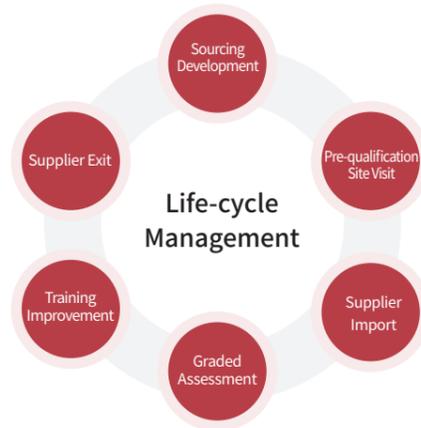
# 07 SOCIAL

A UNITED ENDEAVOUR,  
AN UNENDING STREAM OF LIFE

## 7.1 Supply Chain Management



Supplier is an important link in the value chain of Sunova Solar. Through implementing the "Supplier Management Procedure", we standardized the management of suppliers, conducted sunshine purchasing (which means open transparent and fair purchasing) and green purchasing, promoted the sustainable development of the industrial chain, safeguarded the legitimate rights and interests of suppliers, and realized the complementarity of advantages.



### Local Procurement

We are committed to giving priority to local sourcing under the premise of ensuring production efficiency and product quality. Meanwhile, we are committed to ensuring stable supply and reducing transport costs and environmental impact. In the past three years, the proportion of local suppliers to the current year's suppliers in stock has been maintained at over 50 percent.

### Responsible Procurement

We attach importance to the social responsibility management of our suppliers, and put forward requirements for social responsibility and environmental management activities to our suppliers, to guide our partners in the value chain towards goodness and greenness.

Workflows	Correspondence
Supplier Import	<p><b>Certification and Compliance Requirements</b></p> <ul style="list-style-type: none"> <li>Check all suppliers' ISO 9001 system certification and safe production license, key material suppliers should comply with the EU REACH regulation, and RoHS directive and provide test reports and evidence of control of second-party sub-suppliers.</li> <li>Require all suppliers to sign and strictly implement the "Supplier Code of Conduct" and "EHS Notification Letter for Stakeholders", and clearly define the environmental and social responsibility management requirements in the warehousing process.</li> </ul>
Regular Audit	<p><b>Quality and Delivery Requirements</b></p> <ul style="list-style-type: none"> <li>Develop supplier audit plans and conduct regular on-site audits of suppliers</li> <li>The Procurement Department initiates monthly performance appraisals of key material suppliers, including on-time delivery, cost, quality, and service, and requires poorly performing suppliers to rectify the situation by a deadline.</li> <li>Two consecutive quarterly appraisal <math>\leq 60</math> or rectification failed, consider cancellation of supplier qualification.</li> </ul>
Risk Management	<p><b>Social and Environmental Standards Requirements</b></p> <ul style="list-style-type: none"> <li>Recognise the social responsibility management requirements of Sunova Solar and undertake corporate social responsibility.</li> <li>Strictly adhering to Sunova Solar's red lines of suppliers social responsibility :                     <ul style="list-style-type: none"> <li>prohibiting the use of any form of child and forced labour;</li> <li>prohibiting any unfair treatment;</li> <li>adopting confidentiality measures for employee complaints;</li> <li>providing a safe and healthy working environment for employees;</li> <li>and committing ourselves to conducting business in a way that protects the environment.</li> </ul> </li> </ul>
Rectification and Phase-out	

## Supply Chain Management Performance

Indicators	2020	2021	2022	Unit
New Supplier	5	6	5	Company
Suppliers Conducting Social and Environmental Assessments	5	6	6	Company
Suppliers with Actual/Potential Negative Social or Environmental Impacts	0	0	0	Company

## 7.2 Employee Rights and Benefits



Sunova Solar recognizes that safeguarding and protecting the rights and benefits of all employees is the basis for enterprises to fulfil their social responsibility, and continuously optimizes the remuneration and benefits system, and talent training system, respects employees' right to privacy, and endeavours to create an equal and diversified workplace environment for the employees. At present, the company has passed the SA8000 social responsibility system certification.

We established a legal and compliant employment mechanism, strictly abided by the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Regulations on the Prohibition of the Use of Child Labour and other relevant laws and regulations, and followed the principle of "equality and voluntariness, consensus, honesty, and credit" to sign written employment contracts with employees, and fully protected the legitimate rights and benefits of employees in the recruitment, promotion, rest, compensation, welfare, and separation from work. In addition, the company combined with our own development and staff growth needs to integrate the introduction of the "Employee Handbook", "Personnel Management System" and other rules and regulations, the implementation of the management of scientific and humane. In 2022, the number of new employees was 201, the signing rate of the labor contract reached 100%, and the coverage of physical examination of employees was 100%.

### Fair Employment

We practice the recruitment principle of "recruiting based on merit", broaden recruitment channels, accept diverse cultural backgrounds in an equal and tolerant manner, and do not treat candidates differently based on race, nationality, ethnicity, religion, age, gender, etc. The Company bears all the employment costs. During the reporting period, there were no incidents of discrimination, use of child labour or forced labour and other labour violations.

### Prohibition of Child Labour

We are committed to not employing child labour and will not collaborate with any supplier who knowingly uses child labour. The company has set minimum age limits, strictly evaluated candidates' information during the recruitment process, established Child Labour Relief and Promotion Education Procedures, and immediately initiated remedial procedures to protect the rights and interests of the said employees rather than dismissing them immediately in the event of mis recruitment due to the provision of false identity card information.

### Prohibition of Forced Labour

We respect the right to freedom of workers, such as hiring, resignation, and movement, and prohibit any form of forced labour, including prison labour, human trafficking, and the seizure of personal belongings, such as identity documents.

### Anti-Discrimination and Harassment

We insist on equal pay for equal work, oppose any form of discrimination, and actively recruit female employees and ethnic minority employees to enhance the diversity of our team. The Company decides on matters such as hiring, remuneration, promotion and termination of employment solely based on work ability and job requirements, to allow employees to give full play to their values and provides relief and protection for employees who encounter discrimination or harassment by the "Control Procedures for the Prevention of Discrimination and Harassment". During the reporting period, 42.77% of all employees were female and 3.48% were ethnic minority employees; 39.55% of new employees were female.

### Guaranteeing the Right to Freedom of Association and Collective Bargaining

We respect and protect various political rights, such as workers' freedoms and the right to collective bargaining and provide support for the democratic management of workers.

### Caring Guarantee

Every employee is a valuable asset of Sunova Solar, the company endeavours to meet the expectations of employees, provide rich and varied welfare benefits, take the initiative to care for employees in difficulty, and enhance employee satisfaction in various aspects.

Aspect	Measures
Recruitment	Commitment to the elimination of all forms of discrimination, child labour and forced labour
Working Hours and Leave	Working hours: no more than 40 hours per week, extended working hours will be transferred or economic compensation Leave: paid annual leave, marriage, bereavement leave, maternity leave, childbirth leave, paternity leave and other national and local provisions of the holiday
Compensation and Benefits	Adjust the salary level and structure according to the market salary level, industry and regional competition, changes in the development strategy and the overall efficiency of the situation. The salary consists of basic salary, postal salary, performance pay, benefits, including five insurance, commercial insurance, holiday benefits, performance bonuses, full-time awards, seniority awards, regular reunion, high-temperature fee, night-shift fee, staff dormitory, working meals, etc.
Promotion	The department is responsible for evaluating employees for promotion, and those who pass will be promoted.
Employee Communication	Employees can express their voices through phone calls, Ding Talk, suggestion boxes, communication meetings, training, and other channels, to offer suggestions for the company's development and their own growth.
Exit	Termination of the labour contract by mutual agreement

### 【Case】

Employee motivation and creativity is the key to enhance the effectiveness of organisational management. In 2022, the company recognized advanced teams and individuals who have made outstanding contributions and set up annual honours for outstanding individuals, outstanding teams and outstanding managers, with a reward amount of more than 20,000 yuan.



Outstanding Employee of the Year Honour Roll

Sunova Solar provides employees with a harmonious and healthy working atmosphere. Focusing on the balance between employee life and work, we carry out a series of activities such as the selection of outstanding employees, components of cultural and sports associations, the issuance of holiday gift packages, etc., to enrich the life of employees and enhance the sense of ownership of the staff, sense of well-being and cohesion.

**【Case】**

**Creating a Happy Workplace and Working Together for a Better Future**

The company regularly organises various types of recreational activities to enrich the staff's life, puts the enterprise culture and technical knowledge into the public practice, cultivates the staff's sentiment, unites the staff's strength, and pleases the staff's body and mind.



Office Staff 10km Walkathon Day



"Sunova Solar Night" New Year's Eve Dinner for All Staffs



Payment of Women's Day Holiday Benefits to Female Employees



Team Monthly Communication Meeting and Afternoon Tea

## 7.3 Employee Training and Development

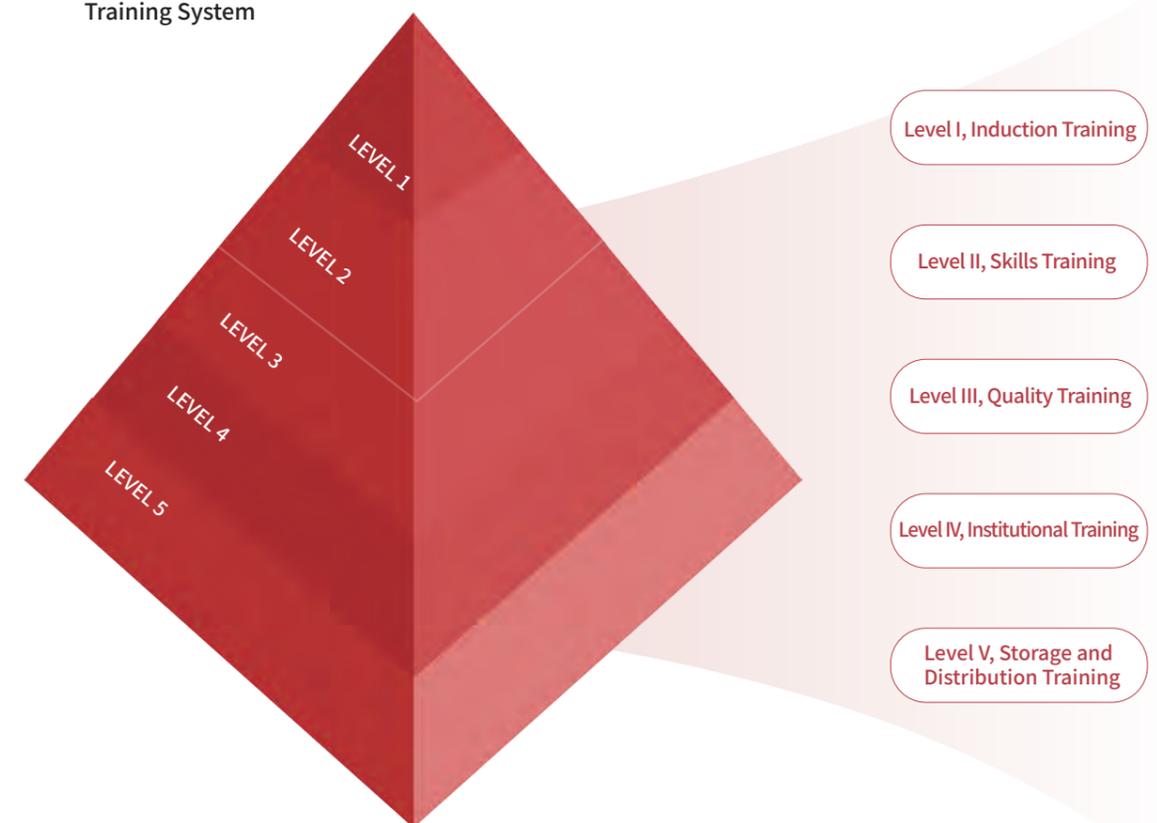


We are committed to the construction of the talent team, enhancing the competitive advantage of enterprises, and consolidating the intellectual support of high-quality and long-term development of enterprises. The company introduced "training and awareness management procedures" to guide the organisation of education and training, research into the training needs of various departments for the development of annual training plans for the whole staff, and make every effort to create a high-quality development and growth platform for the staff. In 2022, the average length of training for senior management personnel was 12 hours, and each employee received 2 hours of training per week, with an average of 96 hours per year, and an investment of 50,000 yuan was put into staff training projects.

Senior managers receive annual performance appraisals of their management skills, including indicators of team building, staff development and service efficiency; ordinary employees receive annual job skills appraisals and career development appraisals to monitor the building of the talent team.

Aspects	Content
New Employee Development	Induction training for new employees, including employee handbook, CSR policies and objectives, safety operating procedures, etc., to strengthen the awareness of social responsibility and adapt to the needs of the position.
Echelon Building	Open up talent rotation around key positions, adopt succession planning, and develop reserve talent

Training System



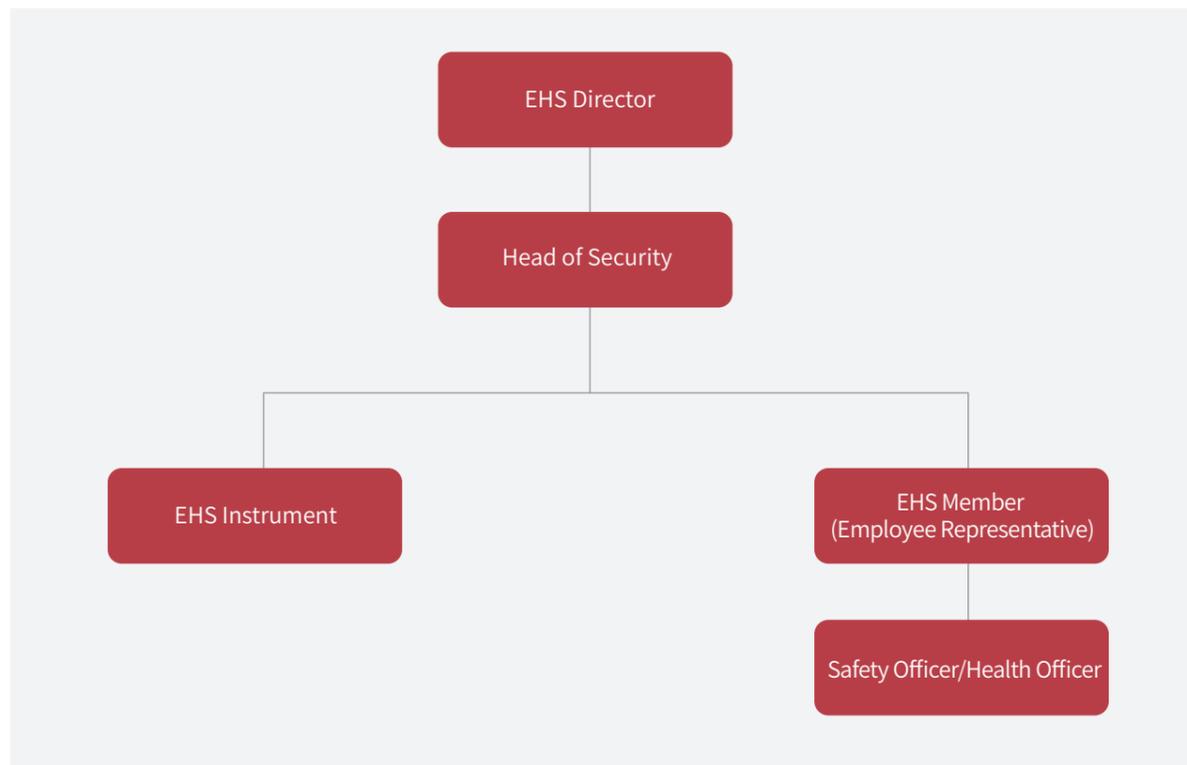


## 7.4 Occupational Health and Safety

### Safe Production

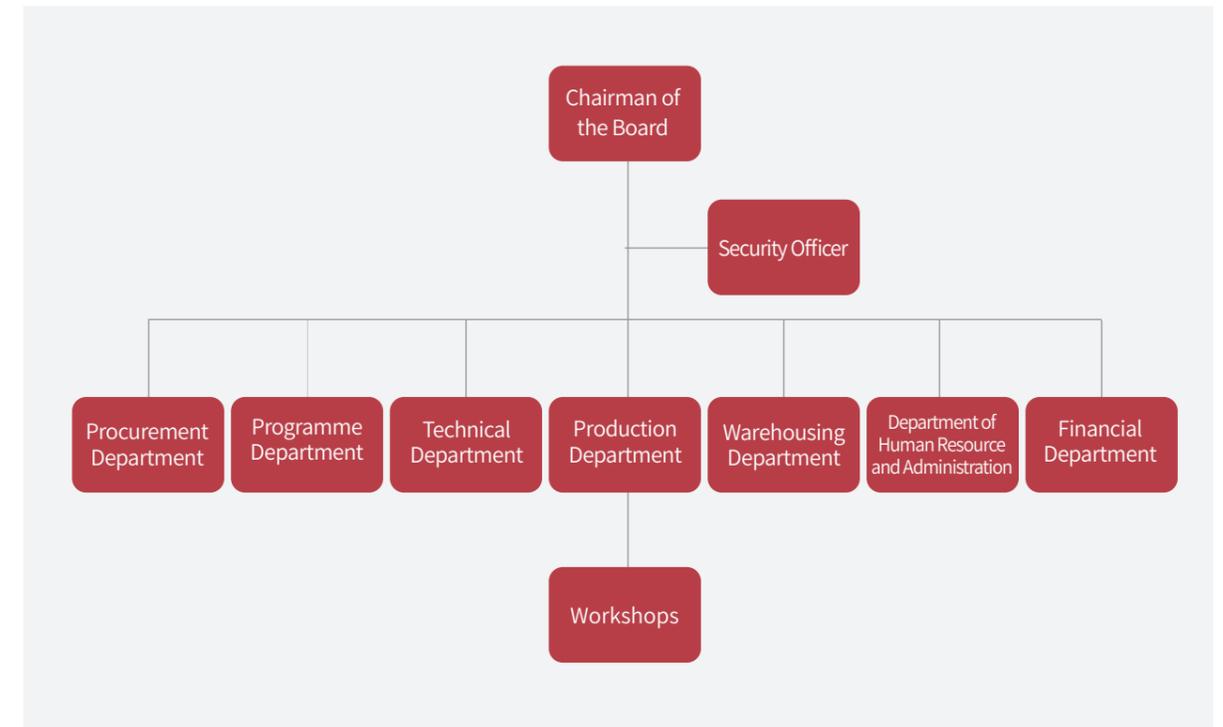
Sunova Solar strictly abides by the Law of the People's Republic of China on Work Safety and the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, establishes a comprehensive occupational health and safety management system, implements the policy of "Safety First, Prevention First, Comprehensive Management", and puts forward the objectives of four "Zero" and six "100%" goals for work safety. Sunova Solar has formulated health and safety guidelines such as "Safety and Health Control Procedures" and "Emergency Response Plan for Safety Production Accidents", strictly implemented the main responsibility for safety production, and firmly adhered to the commitment to employees' health and safety, provided healthy and safe working conditions for workers, and always put employees' physical and mental health and safety in the first place. During the reporting period, the Wuxi plant passed the ISO 45001 occupational health and safety system certification.

We have set up the Environment, Health and Safety (EHS) Management Committee to implement the responsibility to each position. This aims to ensure that the management system covers all employees as well as to prevent and control the occupational health and safety risks, and to detect and rectify the hidden safety dangers promptly. At the same time, the committee formulates the EHS annual plan and programme and organises the main person in charge to sign a production safety responsibility letter, to effectively strengthen the safe operation of production work and prevent all kinds of EHS accidents from occurring. In addition, we encourage employees to identify and report potential safety hazards and protect them from retaliation.



EHS Committee

We have set up a Work Safety Committee (hereinafter referred to as the "Safety Committee") with the chairman of the board as the generally responsible person and the senior managers as the leader to ensure the investment of resources and the implementation of the system, as well as the stable operation of the system. Employees can provide feedback to the EHS staff representatives and departmental leaders, and participate in the decision-making, implementation, improvement and supervision of the company's occupational health and safety-related work.



Work Safety Committee

We require our leading executives to participate in safety and first aid training (including CPR), implement "multiple responsibilities" for leading executives, improve safety awareness and emergency response capabilities, and disseminate knowledge of first aid for public safety. All employees receive training and assessment on labour safety as well as hygiene and labour protection before starting work and participate in fire drills and occupational health and safety training during work.



Fire Drill



Safety Training

## Prevention and control of occupational diseases and hazards

Based on ISO 45001 requirements, we identify and evaluate potential and existing hazards in each operation and production link, formulate documents such as "Management System for Identification of Hazardous Sources, Risk Evaluation and Risk Control", and realise the hierarchical control and management of hazardous sources through semi-quantitative evaluation method. At the same time, we organise hazard and risk evaluation and identification work at least once a year to manage safety risk triggers from the source, and convey hazards and risk factors to employees and other relevant parties promptly; organise special medical check-ups for occupational diseases, issue protective items such as anti-virus masks and anti-noise earplugs, and provide training on supporting instructions to improve the usage rate of labour protection items, and post warning instructions in conspicuous positions at sites where occupational disease hazards exist to strengthen the prevention and safety awareness beforehand. Pre-emptive prevention and safety awareness. At the end of the reporting period, 100% of the main business premises had undergone internal risk identification and third-party testing for employee health and safety, and all testing items complied with the limitations of the relevant standards.

## Health and safety management performance

Indicator	2022	Unit
Total EHS inputs	76.8	Ten Thousand RMB
Percentage of Employee Representatives on the EHS Committee	40	%
Physical Examination for Occupationally Hazardous Positions	100	%
Suspected or Confirmed Occupational Cases	0	Case
Confirmed Occupational Injuries and Deaths	0	Case
Major and Above Safety, Fire and Other Accidents	0	Case

## 7.5 Community Relations



The company respects the culture and customs of the community, gives priority to hiring local employees, and drives regional economic development. We carry out environmental impact assessments at the early planning stage and continuous monitoring during operation to address potential impacts on local communities promptly. In the past three years, there have been no major or above environmental accidents and no negative impacts on the communities where we operate.

## 7.6 Charity and public welfare



Sunova Solar is aware of our responsibility in our heart, fulfils our responsibility in our actions, and practices the corporate responsibility of "taking from the society and using it for the society".

### 【Case】

#### Enterprise-Community Collaboration for the Benefit of Near Neighbours

The company donated RMB 3,000 in Wuxi "Huishan One Day Donation" activity, which was used to support the care of disadvantaged groups in Huishan District.



#### School-Enterprise Collaboration for Development

The company established a special fund of 250,000 RMB in Jiangnan University to encourage discipline construction and reward outstanding teachers and students.



# Performance and Appendix

## 8.1 Key Performance Table

### 8.1.1 Governance Performance

#### Corporate Governance

Indicators	2020	2021	2022	Unit
Percentage of Female Executives	33.30	40	75	%

#### Business Ethnic

Indicators	2020	2021	2022	Unit
Anti-corruption and Anti-bribery Training Rate	95	98	97	%
Confirmed Proceedings of Corruption and Bribery	0	0	0	Incident
Lawsuits on Unfair Competition and Antitrust Practices	0	0	0	Incident
Marketing Breaches	0	0	0	Incident

#### Customer Relationship Management

Indicators	2020	2021	2022	Target
Customer Satisfaction Rate	96.10%	96%	96.30%	95%

### 8.1.2 Social Performance

#### Employment

Indicators	2020	2021	2022	Unit
Total new employees	14	21	134	Person
Total employees	31	43	201	Person
<b>By gender</b>				
Male	14	25	115	Person
Female	17	18	86	Person
<b>By age</b>				
≤ 30	5	8	69	Person
30 < age ≤ 50	23	30	122	Person
> 50	3	5	10	Person
<b>By Ethnic Group</b>				
Han Ethnic Group	31	43	194	Person
National Minority Ethnic Group	0	0	7	Person
Labour Contract Signing Rate	100	100	100	%
Turnover Rate <sup>3</sup>	/	/	16.92	%

<sup>3</sup>Turnover rate= Employee turnover during the year / Total number of employees at the end of the period × 100%

## Parental Leave

Indicators	2022	Unit
Employees Entitled to Parental Leave	1	Person
Employees who Actually Use Parental Leave	1	Person
Number of Employees who Actually Returned to Work after Parental Leave	1	Person
Number of Employees still in Employment 12 Months after the End of Parental Leave	1	Person

## Occupational Health & Safety

Indicators	2020	2021	2022	Unit
Number of Occupational Diseases	0	0	0	Time
Major Security Incidents	0	0	0	Time
Number of Work-related Deaths	0	0	0	Person
Security Training Hours	500	1,248	2,896	Hour

## 8.1.3 Environmental Performance

Indicators	2021	2022	Unit
Environmental Non-compliance Events and Penalties	/	0	Event
Environmental Training Hours	/	1	Hour
Number of Participants in Environmental Training	/	39	Person
Non-renewable Energy (Diesel) Usage	1,917	5,753	Liter
Total Renewable Energy (Purchased Electricity)	2,198,140	10,954,233	KWh
Total Water Intake	516	1,548	Ton
Total Water Discharged	400	1,200	Ton
Total Water Consumption	116	348	Ton
Amount of Hazardous Waste	10.42	31.20	Ton
Amount of Non-hazardous Waste	7.65	30.60	Ton
Hazardous Emissions	/	0.23	Ton
Scope 1 GHG Emissions	/	92.33	tCO <sub>2</sub> e
Scope 2 GHG Emissions	/	7,706.30	tCO <sub>2</sub> e
Eco-wrap (5mm enclosure) Usage	/	23,363	Item
Non-renewable Raw Material Usage	/	0	Ton
Renewable Raw Material Usage	/	370.29	Ton

## 8.2 Appendix

### 8.2.1 GRI Index

Statement of use	Sunova Solar Technology Co., Ltd has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard(s)	None

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>GRI 2: General Disclosures 2021</b> The organization and its reporting practices			
2-1 Organizational details	8-9		
2-2 Entities included in the organization's sustainability reporting	4		
2-3 Reporting period, frequency and contact point	5		
2-4 Restatements of information	/		
2-5 External assurance	/		
<b>Activities and workers</b>			
2-6 Activities, value chain and other business relationships	9-10		
2-7 Employees	8		
2-8 Workers who are not employees	/	Not applicable	The company has no such employment practices

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>Governance</b>			
2-9 Governance structure and composition	20		
2-10 Nomination and selection of the highest governance body	20		
2-11 Chair of the highest governance body	20		
2-12 Role of the highest governance body in overseeing the management of impacts	14; 21		
2-13 Delegation of responsibility for managing impacts	20		
2-14 Role of the highest governance body in sustainability reporting	14		
2-15 Conflicts of interest	21		
2-16 Communication of critical concerns	16		
2-17 Collective knowledge of the highest governance body	16		
2-18 Evaluation of the performance of the highest governance body	/	Confidentiality constraints	Private information involved
2-19 Remuneration policies	/	Confidentiality constraints	Private information involved
2-20 Process to determine remuneration	/	Confidentiality constraints	Private information involved
2-21 Annual total compensation ratio	/	Confidentiality constraints	Private information involved

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>Strategy, policies and practices</b>			
2-22 Statement on sustainable development strategy	6		
2-23 Policy commitments	6		
2-24 Embedding policy commitments	6		
2-25 Processes to remediate negative impacts	21		
2-26 Mechanisms for seeking advice and raising concerns	21		
2-27 Compliance with laws and regulations	20		
2-28 Membership associations	13		
<b>Stakeholder engagement</b>			
2-29 Approach to stakeholder engagement	16-17		
2-30 Collective bargaining agreements	17		
<b>GRI 3: Material Topics 2021</b>			
3-1 Process to determine material topics	16		
3-2 List of material topics	16-17		
<b>GRI 201: Economic Performance 2016</b>			
3-3 Management of material topics	20		
201-1 Direct economic value generated and distributed	20		
201-2 Financial implications and other risks and opportunities due to climate change	33		
201-3 Defined benefit plan obligations and other retirement plans	40		

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>GRI 203: Indirect Economic Impacts 2016</b>			
3-3 Management of material topics	46-47		
203-1 Infrastructure investments and services supported	46-47		
203-2 Significant indirect economic impacts	46-47		
<b>GRI 204: Procurement Practices 2016</b>			
3-3 Management of material topics	38		
204-1 Proportion of spending on local suppliers	38		
<b>GRI 205: Anti-corruption 2016</b>			
3-3 Management of material topics	21		
205-1 Operations assessed for risks related to corruption	21		
205-2 Communication and training about anti-corruption policies and procedures	21		
205-3 Confirmed incidents of corruption and actions taken	21-22		
<b>GRI 206: Anti-competitive Behavior 2016</b>			
3-3 Management of material topics	21		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	21-22		

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>GRI 207: Tax 2019</b>			
207-1 Approach to tax	20		
207-2 Tax governance, control, and risk management	20		
207-3 Stakeholder engagement and management of concerns related to tax	/	Confidentiality constraints	Private information involved
207-4 Country-by-country reporting	/	Not applicable	There are no cases that require country reporting
<b>GRI 301: Materials 2016</b>			
3-3 Management of material topics	35		
301-1 Materials used by weight or volume	35、 51		
301-2 Recycled input materials used	35、 51		
301-3 Reclaimed products and their packaging materials	35、 51		
<b>GRI 302: Energy 2016</b>			
3-3 Management of material topics	31		
302-1 Energy consumption within the organization	31		
302-2 Energy consumption outside of the organization	/	Information unavailable	Data is missing during the reporting period, and the company is prepared to make statistics and disclose them in the future
302-3 Energy intensity	/	Information unavailable	Data is missing during the reporting period, and the company is prepared to make statistics and disclose them in the future
302-4 Reduction of energy consumption	35		
302-5 Reductions in energy requirements of products and services	35		

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>GRI 303: Water and Effluents 2018</b>			
3-3 Management of material topics	32		
303-1 Interactions with water as a shared resource	32		
303-3 Management of water discharge-related impacts	32		
303-3 Water withdrawal	32、 51		
303-4 Water discharge	32、 51		
303-5 Water consumption	32、 51		
<b>GRI 304: Biodiversity 2016</b>			
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	/	Not applicable	The company does not own, lease, or manage operations located in or near protected areas and biodiversity-rich areas outside protected areas
304-2 Significant impacts of activities, products and services on biodiversity	/	Not applicable	The company's activities, products and services do not have a significant impact on biodiversity
304-3 Habitats protected or restored	/	Not applicable	The company is not established in a protected or restored habitat
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	/	Not applicable	No habitat affected by the company's operations

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>GRI 305: Emissions 2016</b>			
3-3 Management of material topics	33-34		
305-1 Direct (Scope 1) GHG emissions	34; 51		
305-2 Energy indirect (Scope 2) GHG emissions	34; 51		
305-3 Other indirect (Scope 3) GHG emissions	/	Information unavailable	Data is missing during the reporting period, and the company is prepared to make statistics and disclose them in the future
305-4 GHG emissions intensity	/	Information unavailable	Data is missing during the reporting period, and the company is prepared to make statistics and disclose them in the future
305-5 Reduction of GHG emissions	/	Information unavailable	Data is missing during the reporting period, and the company is prepared to make statistics and disclose them in the future
305-6 Emissions of ozone-depleting substances (ODS)	/	Not applicable	The company does not emit ozone depleting substances (ODS)
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	/	Not applicable	The company does not emit oxides (NOX), sulfur oxides (SOX) or other significant gases
<b>GRI 306: Waste 2020</b>			
3-3 Management of material topics	32		
306-1 Waste generation and significant waste-related impacts	32		
306-2 Management of significant waste-related impact	32		
306-3 Waste generated	32; 51		
306-4 Waste diverted from disposal	32		
306-5 Waste directed to disposal	32		
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
3-3 Management of material topics	38		
308-1 New suppliers that were screened using environmental criteria	38-39		
308-2 Negative environmental impacts in the supply chain and actions taken	38-39		

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>GRI 401: Employment 2016</b>			
3-3 Management of material topics	39		
401-1 New employee hires and employee turnover	49		
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employee	40		
401-3 Parental leave	50		
<b>GRI 403: Occupational Health and Safety 2018</b>			
3-3 Management of material topics	44		
403-1 Occupational health and safety management system	44		
403-2 Hazard identification, risk assessment, and incident investigation	44-46		
403-3 Occupational health services	44-46		
403-4 Worker participation, consultation, and communication on occupational health and safety	44-46		
403-5 Worker training on occupational health and safety	45		
403-6 Promotion of worker health	45-46		
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	46		
403-8 Workers covered by an occupational health and safety management system	44-46		
403-9 Work-related injuries	46		
403-10 Work-related ill health	46		

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>GRI 404: Training and Education 2016</b>			
3-3 Management of material topics	43		
404-1 Average hours of training per year per employee	43		
404-2 Programs for upgrading employee skills and transition assistance programs	43		
404-3 Percentage of employees receiving regular performance and career development reviews	43		
<b>GRI 405: Diversity and Equal Opportunity</b>			
3-3 Management of material topics	39-40		
405-1 Diversity of governance bodies and employees	39-40		
405-2 Ratio of basic salary and remuneration of women to men	40		
<b>GRI 406: Non-discrimination 2016</b>			
3-3 Management of material topics	39-40		
406-1 Incidents of discrimination and corrective actions taken	40		
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>			
3-3 Management of material topics	40		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	40		
<b>GRI 408: Child Labor 2016</b>			
3-3 Management of material topics	39		
408-1 Operations and suppliers at significant risk for incidents of child labor	39		

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>GRI 409: Forced or Compulsory Labor 2016</b>			
3-3 Management of material topics	40		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	40		
<b>GRI 411: Rights of Indigenous Peoples 2016</b>			
3-3 Management of material topics	46		
411-1 Incidents of violations involving rights of indigenous peoples	46		
<b>GRI 413: Local Communities 2016</b>			
3-3 Management of material topics	46		
413-1 Operations with local community engagement, impact assessments, and development programs	46		
413-2 Operations with significant actual and potential negative impacts on local communities	46		
<b>GRI 414: Supplier Social Assessment 2016</b>			
3-3 Management of material topics	38		
414-1 New suppliers that were screened using social criteria	38-39		
414-2 Negative social impacts in the supply chain and actions taken	38-39		

GRI STANDARD DISCLOSURE	LOCATION	OMISSION	
		REASON	EXPLANATION
<b>GRI 415: Public Policy 2016</b>			
3-3 Management of material topics	20		
415-1 Political contributions	/	Not applicable	There is no such behavior in the company
<b>GRI 416: Customer Health and Safety 2016</b>			
3-3 Management of material topics	26		
416-1 Assessment of the health and safety impacts of product and service categories	26-27		
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	27		
<b>GRI 417: Marketing and Labeling 2016</b>			
3-3 Management of material topics	27		
417-1 Requirements for product and service information and labeling	27		
417-2 Incidents of non-compliance concerning product and service information and labeling	27		
417-3 Incidents of non-compliance concerning marketing communications	27		
<b>GRI 418: Customer Privacy 2016</b>			
3-3 Management of material topics	27		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	27		



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