

SUNTECH EMPLOYEES' WORKING ENVIRONMENT & SUSTAINABILITY REPORT





In 2019, the number of jobs

3,439

the training time per employee

49.2 hours

We care about employees and regard talents as capital, we make career development lead to career opportunities

The number of jobs provided in 2018

3,364

Average training time per employee **46.8** hours

The number of jobs provided in 2017

3,383

Average training time per employee **42.2** hours

Care for Employees

A human rights system is established to protect the rights and interests of employees

At the beginning of 2010, the company established a social accountability management system in accordance with SA80002008 for the standardized, scientific and systematic protection of employees' rights, health and safety. Meanwhile, our company set up a Social Accountability Committee and earned the SA80002008 certification in Sept. 2010.

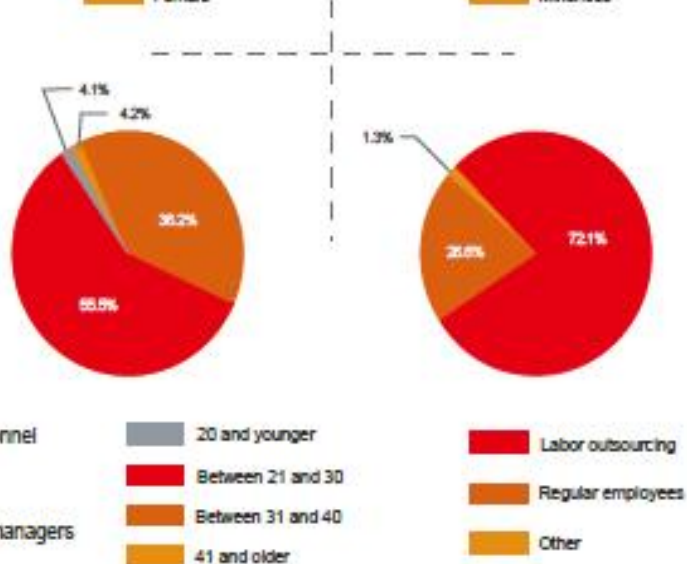
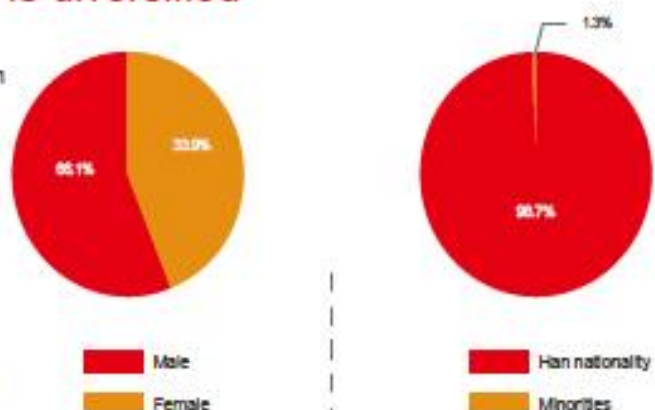
Social accountability policy: we must remain people-oriented, honest, law-abiding, fair and just, improve management quality and risk control through continuous improvement, fulfill our responsibility to employees, customers, suppliers and the society, so that we meet the requirements of SA8000, achieve the company's sustainable development, promote the sustainable development of mankind and provide a thorough energy solution for mankind.

Social Accountability Management Manual:



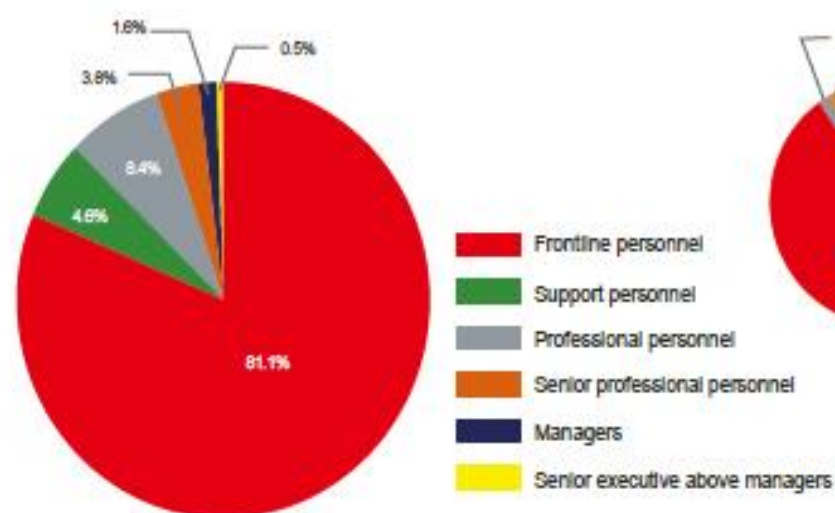
Forced or compulsory labor	Forced Labor Control Procedures shall be prohibited Regulations on Dismissal Management Regulations on Security Work
Remuneration	Regulations on Wage Management Regulations on Benefits Management Performance Management System
Working Hours	Regulations on Attendance Management Regulations on Leave Management
Disciplinary Measures	Employee Opinion and Complaint Management Procedures Regulations on Awards and Penalties Release of Documents Concerning Employee Interests
Health and Safety	OHSAS18000 System Establishment
Child Laborers	Child and Underage Workers Management Procedures
Freedom of Association	Freedom of Association and Collective Bargaining Management Procedures Employees' Congress System
Discrimination	Procedures on Prohibition of Discrimination and Disciplinary Measures Regulations on Recruitment and Employment

The company's workforce is diversified



A Vigorous Team

We have a vigorous team consisting of young staff, with the average age of 29.7. Among which, 19.5% of them have a university degree or above.



Our company respects every employee and treats every employee fairly. The benefits system applies to all employees:

Mandated Benefits

- A** Social insurance and housing provident fund
Statutory holidays
Occupational health surveillance (including occupational health examination, etc.) and labor protection
Relevant allowances, including high temperature allowance and childbirth allowance.

Scope of application

- A** 100% regular employees and 100% outsourced employees
100% employees
100% employees
100% qualified employees
- B** 100% employees
100% employees
100% employees (comprehensive overseas travel insurance for employees working overseas)
Employees who have served for two years: employees aged 35 and older are entitled to the allowance
- C** 100% qualified employees
100% qualified employees
100% qualified regular employees, at present about 600 employees are entitled to the allowance
100% qualified regular employees, at present about 600 employees are entitled to the allowance
100% employees
- D** 100% female employees
Once every 5 years of service
100% of the employees who apply for the allowance, at present about 600 employees are entitled to the allowance
100% qualified employees
100% qualified employees

Supplementary welfare

- B** Working meals and shuttle buses
Company clinic
Supplementary commercial insurance
Annual physical examination
- C** Wedding allowance
Funeral allowance
Only-child allowance
Childcare allowance
Holiday benefits
- D** Benefits for female employees
Mobile bill allowance (use the group's mobile service package)
Seniority bonus
Other, such as travel allowance



Special Care for Female Employees

Our company provides two special cancer examinations for female employees every year, as well as a 128-day maternity leave and a 32-day paid leave during the lactation period for female employees who marry late and have childbirth late. Our company has a maternal and infant health care room special for female employees during the early lactation period. The "Collective Agreement on Special Protection of Female Employees" is adopted to institutionalize the protection of female employees.

Dialogue on an equal footing, open to suggestions and opinions

We actively communicate, care about and help employees to solve problems

Multiple communication channels	Multiple service hotlines	Other approaches
Monthly meeting of employees	HR service hotline	
Monthly communication meeting with employees	Shuttle bus service hotline	Labor union's aid mailbox
Congress of employees	IT service hotline	
Irregular employee interviews	Clinic hotline	

We support employee innovation, to exert the influence of the company's grassroots

Continuous innovation activities	Selection Rules	
Good Ideas	Carried out monthly by the SPS Office	20-100 yuan is awarded according to the quality level of the ideas
Continuous Improvement	After the completion of each project, a review meeting is held for comprehensive assessment	500 yuan to 1% of the project's half-year profit is awarded according to the project's profit

Employee Training Is a Long-Term Investment

At Suntech, employee training is not deemed as cost, but a long-term investment. Suntech Power is always aspired to be a learning enterprise, whose aim is to achieve the dual sustainable development of the company and employees, so that both employees and the company achieve win-win situation.

To achieve the company's strategic development goals, over the years, Suntech Power has been providing targeted, planned and step-by-step job training for employees, to improve employees' professional skills and ethics.

Training System Pioneer of Suntech

Suntech Power attaches great importance to employee learning and training. We have formulated policies and regulations such as "New Employee Training", "Outsourced Employee Training", "On-the-job Training for Direct Operators", "Operation Instructions" and "Internal Lecturer Management Regulations", to provide a good institutional guarantee for employee growth.

Training Investment of Suntech

Since 2008, Suntech Power has invested in building a standardized and large-scale Leadership Academy. At present, the academy has standardized training classrooms, which equipped with multimedia teaching facilities and audio equipment. Moreover, the e-learning platform has been established to create a good learning environment for employees.

Training System of Suntech

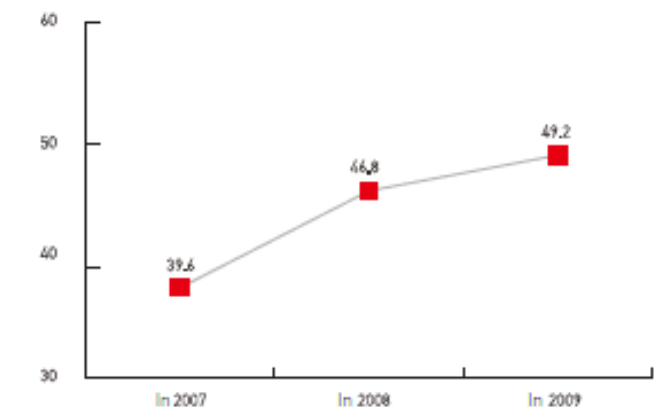
In terms of realizing the company's goals, based on the company's overall development strategy and HR development plan, Suntech conducts a training demand survey, makes an annual training plan and breaks it down into monthly training plans at the beginning of each year. The HR department works with each department to classify the personnel, confirm their job requirements, capabilities and training needs, develop and implement training plans, so as to meet the requirements of the company's production management, technical development and personnel development. The HR department announces the specific training plan, course content and training schedule at the beginning of each month. Employees can enter for training by themselves, or be recommended and assigned by their department or the leaders to attend training.

Training Implementation

Internal Training

To improve the professional qualities of new and old employees, our company actively encourages employees to participate in various skills and management training, and bears all the relevant learning costs. In recent years, in our company, more than 50 employees have obtained a junior college diploma or bachelor degree through part-time study; more than 300 employees have been promoted. Since 2008, 80 backbones have been selected to take the professional qualifying examinations for quality engineers, safety engineers and HR managers, etc. More professional learning opportunities have been provided for employees. Up to now, through our company's forceful training, 30 employees have obtained an intermediate professional title and 15 have obtained a senior title. Many young technical talents have stood out and made full use of their strengths at work.

The tendency chart of training time per employee (hour/year)



External Training

To improve employees' overall quality and management training at all levels, Suntech strengthens external cooperation, regularly invites various experts and well-known trainers to give professional skills and leadership training, and conducts systematic and targeted professional quality training for employees by means of internal training. To broaden employees' horizons, Suntech has worked with Times Bright CreSuccess, MESCC, AMA and other well-known training institutions at home and abroad and obtained some training results. Our company selects and sends personnel to participate in all kinds of high-level training classes at home and abroad from time to time for study, research and investigation in Australia, Singapore and other countries. Our company works with the International Business Center of Nanjing University in the EMBA program to train senior management personnel.

Personalized Support for Employees

For new employees, our company provides teamwork-themed training. The courses include company rules and regulations, corporate culture, teamwork, etc. For operators, there is also military training.

For the management and technical personnel, the company's HR department and each department work together to develop annual training plans according to the needs of the employee's work and career development. At the same time, employees are encouraged to share knowledge with team members after completing the training. Knowledge sharing is assessed as part of the value and personal contribution of employees, so as to improve the effectiveness of employee training. With regard to management personnel, our company also regularly organizes various training camps such as team leader training, high potential talent training camp and reserve talent training camp to improve the management's skills and reserve personnel training.

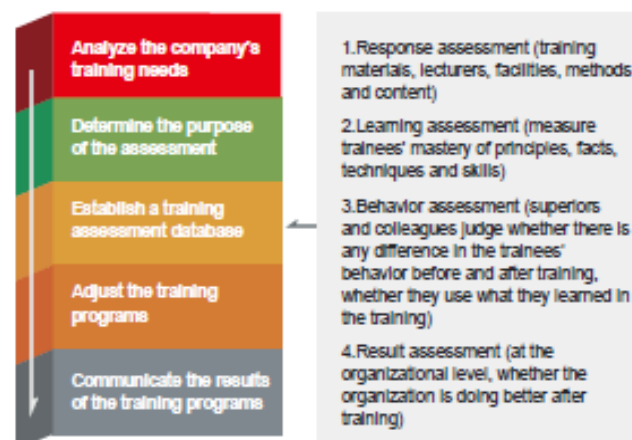
For employees in the forefront of production, our company mainly provides targeted training to improve their educational attainment, job skills and teamwork. We encourage employees to learn in their spare time, support employees to learn at professional skills training institutions according to their job requirements, reimburse employees who gain the corresponding qualification and certification for their training expenses.



Training Effect Assessment

Our company generally assesses the training effect in the following aspects

- A:** Comprehensive Assessment: at the end of each year, the completion of training plans and the realization of training objectives, etc. are systematically assessed.
- B:** Training Assessment:
1. Assessment of trainees' training effect: post-training tests for skills and knowledge training courses.
 2. Program assessment: assessment of the effectiveness of the entire training program (lecturers and logistical support, etc.)
 - C:** Training effect tracking (each department carries out post-training assessment on its trainees): the specific training assessment process is as shown in the following chart.



Employees' career development

Suntech provides multi-level career development channels with management and technical routes

To motivate employees to achieve excellent performance, Suntech provides different promotion opportunities for employees of different levels. In terms of level setting, Suntech provides comprehensive management and technical promotion routes for employees' career development, not only giving employees clear development paths, but also offering relevant guidance and help for employees' development. First, there are 3 levels for operators: new operators are Level I operators, and they may be promoted to Level II and Level III operators, then they can take the technical or management development route. In addition, there are also crossover promotions between technical and management staff. For example, an engineer may be promoted to supervisor or senior engineer along the technical route. There are also crossovers between management and technical staff. Senior engineers correspond to supervisors; chief engineers correspond to managers.

Suntech has an effective career development mechanism to ensure employees' healthy career development along the predetermined paths

We improve the company's internal competition and recruitment system, set the minimum qualifications required for various positions at all levels, and competition methods and length of service subject to levels of personnel.

Our company has an open, fair and equitable mechanism for talent selection. Internal recruitment information is released company-wide and posted on the bulletin board, so that all employees know. The job providing departments, relevant departments and HR form a 3-party team for interview and selection.

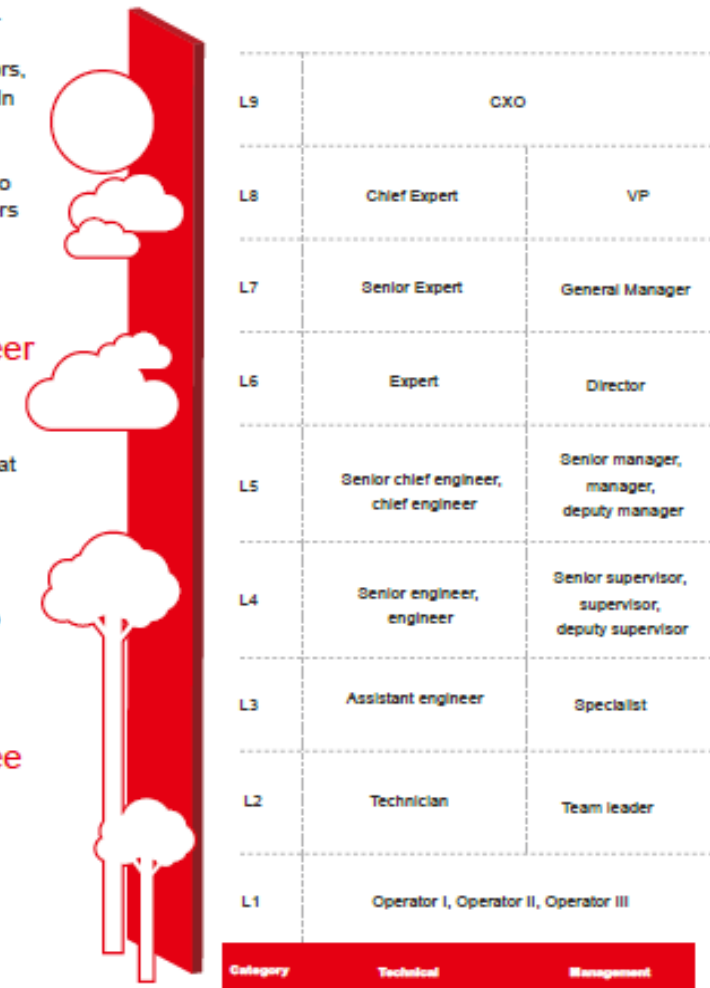
We strengthen the training of Managing Trainee

Our company carries out various kinds of training to strengthen the cultivation of reserve cadres. For example, we regularly organize various training camps such as the team leader training camp, reserve talent training camp, high potential talent training camp, etc., to improve the management skills of employees. In addition, our company also selects and sends reserve management cadres to study and practice abroad. In cooperation with Nanjing University, we select and send reserve cadres to study the EMBA program, all of them have graduated smoothly.

Production team leader training camp

The level of on-site management has a direct impact on the efficiency and competitiveness of factory management, as well as on product quality, cost, delivery time, work safety and staff morale. Therefore, Suntech Power launched the team leader training camp program.

The team leader training camp mainly provides such training courses as experiential management, JR (job relation), JI (job instruction), job duties, job roles identification, color personality analysis, sunshine state of mind, quality, health and safety, corporate culture, basic concept of SPS, performance management, lean production, site management tools - SPC (TPM) fundamentals, site safety incident review [OPL interpretation], QCC fundamentals, daily management, etc.



The training camp adopts a variety of lively forms such as live performances, live observations, speeches, lectures, roundtable discussions and teacher-student interaction, which effectively combine management theories with frontline operations, greatly improving the on-site production management capabilities of frontline team leaders. Someone call it the "small Huangpu Academy of Suntech".

So far, the "small Huangpu Academy of Suntech" has finished several sessions of team leader training. Several hundred frontline team leaders have graduated from the training camp. Practice shows that with these well-trained team leaders leading the employees at the forefront in the factory, combat effectiveness is indeed different.

Double control mechanism

Hierarchical risk management and control, hidden danger investigation and governance

Hazard source identification-- safety risk identification, etc.

Risk assessment --LEC method, etc.

Risk control -- use and maintenance of protective equipment

Safety risk source control

Risk warning--four-color charts, work safety information card, etc.

Hazard source safety training -- risk source identification training, etc.

Standards for self-inspection of hidden dangers--mechanism for troubleshooting and controlling potential accidents

Emergency management-- emergency plan, equipment and materials, emergency training and drill

Work Safety Activities

June is the National Work Safety Month. In response to the National Work Safety Month, EHS department will carry out a series of Work Safety Month activities themed on "life first, work safety". The activities are arranged as below:

Activities	Location	Time	Target	Content
Signing for Work Safety	P2 south gate and P3 east gate	June 5 9:00	P2 factory's employees	The two factories' employees sign for work safety and have safety poster training at the south gate, sign their names on the banner that reads "Life First, Work Safety" and learn the content on the safety posters.
ERT training	P2 factory	June 5 10:00	P2 factory's ERT team	Clarify the division of labor of the ERT team in P2 factory and train the ERT duties and content.
Emergency drills	P2 factory and P3 factory	June 6 June 13	P2 factory and P3 factory's employees	Conduct a factory-wide evacuation drill in P2 factory.
Safety Inspection	P2 factory and P3 factory	June 14 June 15	Department heads	Conduct an overall safety inspection of P2 factory and P3 factory to eliminate potential safety hazards.
Safety message contest	P3 factory	June 15	P3 factory's employees	The employees' family members express their wishes and concerns for the employees' safety in their own languages (not limited to words, they also can use pictures, photos, videos and other forms to express) and select excellent works.
EHS management committee working meeting	Ecology Building	Middle of July	Department heads	Assess the EHS work in each factory at the current stage, put forward the rectification requirements for key issues, promote the key issues and summarize the work safety month activities.

Signing for Work Safety

On June 5, the Work Safety Month Signing and safety poster training activities were carried out in P2 factory and P3 factory, to enhance employees' awareness of work safety by signing their names and reading the posters.



Overall Safety Inspection

On June 14-15, department heads led a team to carry out an overall safety inspection in the key areas of P2 factory and P3 factory. 13 problems were found in the two factories. Relevant departments were required to make rectification without delay.

On June 21, department heads led a team to carry out an overall safety inspection in the key areas of Liyang factory. 14 problems were found in total. The inspection brief has been sent to the Liyang factory, and the rectification requirements, deadline and person in charge have been clarified, to supervise and cooperate with Liyang factory to make rectification in a timely manner.



Emergency Drills

P2 Factory Had a Food Poisoning Emergency Drill

When food poisoning was found, the clinic and logistics department were informed thereof for emergency treatment. Relevant personnel arrived within the specified time limit, and first aid and food contamination source control were completed within the specified time limit.

P2 Factory and P3 Factory Respectively Had a Fire Evacuation Drill

At 14:00 on June 6, P2 factory conducted a fire emergency evacuation drill. The drill assumed an electrical fire in B-F3 wire mesh area. All employees were evacuated from their posts after hearing the fire alarm and announcement. The evacuation took four minutes and 24 seconds with 425 people involved in the drill.

At 14:00 on June 13, EHS organized the module factory's warehouse department and quality department to conduct a fire safety emergency evacuation drill. The drill assumed a fire in raw material warehouse No. 4 caused by packaging materials. An employee discovered and reported the fire immediately. The fire-fighting crew put out the fire. All employees were evacuated from their posts after hearing the fire alarm and announcement. The evacuation took three minutes with 53 people involved in the drill.



Focus on Fire Safety

On Nov. 9, our company cooperated with the administration of work safety, environmental protection, fire control and other emergency departments of Xinwu District Government to complete a comprehensive emergency drill in P3 factory.

At 13:30, the drill began. The drill assumed a fire caused by high-temperature welding slag in the construction process of a high rack warehouse in P3 factory with workers trapped on the roof and unable to be evacuated. The company's ERT team activated the emergency plan immediately after receiving the alarm.

The drill covered a variety of items, including discovering the fire, firefighting, rescue, evacuation and post-event environmental emergency monitoring. Xinwu fire brigade took part in the drill with five fire trucks, including a ladder truck, water tower fire truck, water tank fire truck, foam fire truck, rescue vehicle. Xinwu district administration of work safety and environmental protection bureau sent emergency support teams to participate in the response of the emergency drill. The whole process lasted 14 minutes with more than 800 people involved in the drill.



A Series of Fire Awareness Month Activities Carried Out Smoothly

The solar cell factory and module factory respectively set a "four fire-fighting abilities" publicity board to spread fire safety, evacuation, escape and emergency knowledge among the two factories' employees.

The solar cell factory and module factory respectively organized a Fire Awareness Month Knowledge Contest. The knowledge contests were taken part in by individuals. The contestants finished a test in the form of a closed-book exam. The solar cell factory and module factory respectively generated one first prize winner, three second prize winners and five third prize winners. All contestants received a souvenir.



On the afternoon of Nov. 28 and 30, the solar cell factory and module factory respectively organized a fire safety knowledge training session. The trainees were engineers and supervisors of all departments in the factories. Basic knowledge of fire control, common fire-fighting equipment and facilities, the use of fire-fighting equipment and facilities, matters need attention in fire warning, basic knowledge of evacuation, legal responsibility and consequences were explained in detail with fire case videos, to further enhance the employees' fire protection knowledge level and fire safety awareness.



Free employee work meals, special meals

Free meals in canteen, thanks to the employee's efforts;
Launched flavored noodles to satisfy different tastes of employees;
Meal benefits can be changed from welfare cards to cash;
Specialized meal delivery such as crayfish/sauerkraut is launched to meet the needs of different employees.



Free shuttle bus for employees

There are 31 lines of shuttle bus for the shift staff and 8 lines for the daily commute.
The lines are all over Wuxi.
Provide transportation subsidies for employees who do not have a shuttle bus at individual accommodations.

Free shuttle bus for module factory



Free shuttle bus for cell factory



Shuttle bus safety inspection



Celebrate "Christmas"

Every year, the company and the trade union organize employees to celebrate Christmas and send New Year's greetings.



Warm visiting during "Spring festival"

During the Spring Festival, party committees and trade unions condole to employees in difficulty and retired workers, and sent them warm Spring Festival blessings.



"Women's Day" female employee care

Every year, on the "Women's Day", company provides free medical examinations for female employees who are above 35 years old, paying attention to the physical and mental health of female employees.



Caring for children's growth

On "Children's Day" condolences to the children of the employees and brings joy and gifts to the children.



Condolences in Summer

Every year in July and August during the summer high temperature season, the company's management team and the party work committee together to condole front-line employees in the manufactory.



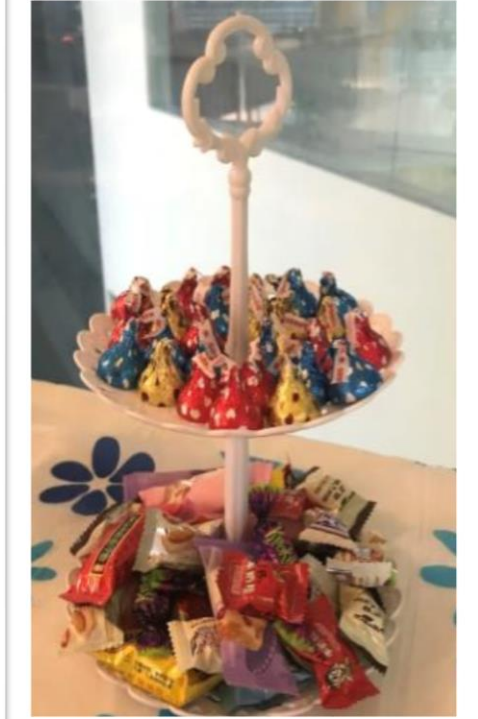
Health Service

Invite medical experts to conduct on-site health consultation services;
Medical services regularly carry out health-related training and lectures;
Regular fire safety training and food safety training.



"Birthday Party" Event

Organize a collective birthday party for employees every quarter;
Send birthday wishes, gift vouchers, and gifts to each employee.



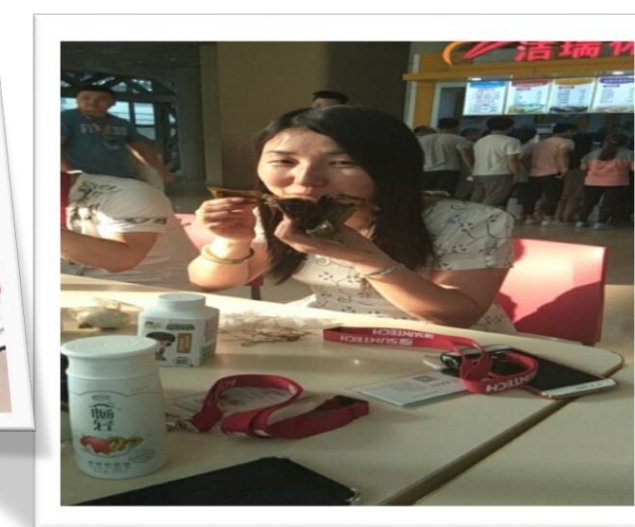
Family Day Event

Suntech's Family Day, happy day for the family, who loves work, loves life.



"Dragon Boat Festival" Event

"Dragon Boat Festival", company sends holiday benefits to employees: Wufangzhai rice dumplings, salted duck egg gift box.



“National Day” Events



“Mid-Autumn Festival” Events



Team Building Events



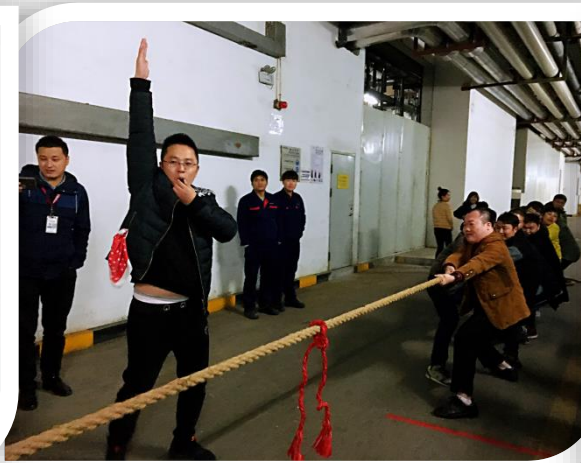
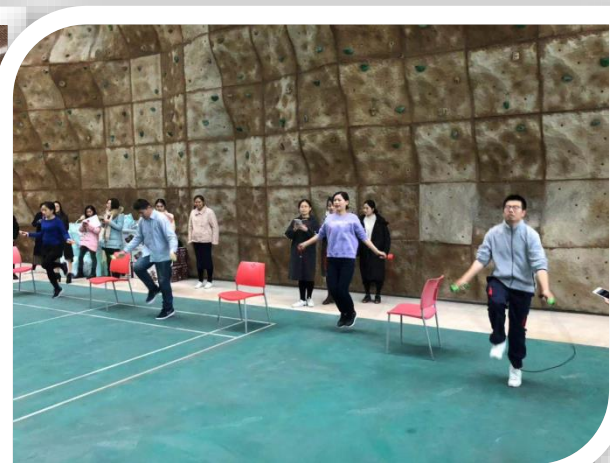
Swimming competitions in summer



Football, basketball games

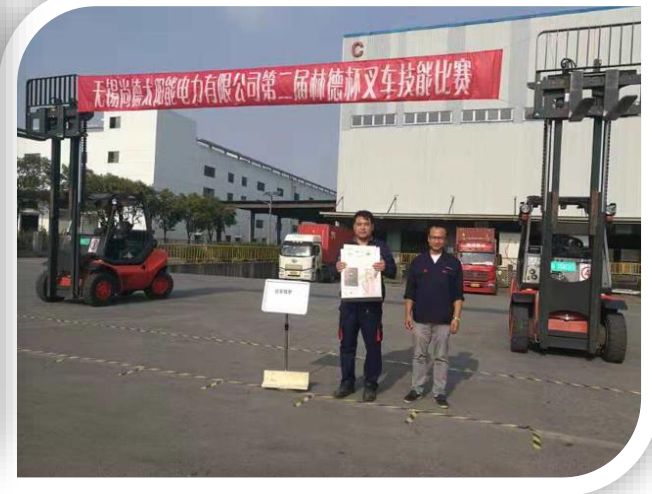


Team sport games



Staff skills competition

Forklift skill competition in module manufactory



Work skill competitions in cell manufactory



Regarding whether the company has temporary workers such as Foxconn, please kindly find our reply as follows,

- At present, the company's employment is mainly for long-term work. Suntech and Foxconn have different production models and methods of employment: Foxconn has launched a large number of temporary workers in the second half of the year. Mainly because its main OEM products need to start production in August and fully put on the market at the end of the year, and its production has a distinct periodicity, resulting in now the pulse type of labor; and our company's products, Suntech's PV module orders are stable, production has been stable over the years, there is no obvious off-peak season, the company prefers the full time employees can be stable and long-term service to improve product quality and promote production stability;
- For a long time, the company has always paid attention to the construction of industrial workers and achieved decent work for workers: the company helps employees with professional development through various forms of trainings, team events and exhibitions, through the improvement of the welfare system to protect the physical and mental health of employees, through a variety of activities to enhance staff satisfaction, sense of belonging and sense of acquisition;
- In order to ensure the rights and interests of employees, the company hired a third-party organization SGS to conduct an audit of the SA8000 social responsibility system twice a year to ensure employees, shareholders and customers' interests of all parties.



Stand the Test of Time

Thank you!