



Jiangsu Seraphim Solar System Co., Ltd.
Add: No. 10 Tongshun Road, Henglin Town, Wujin District,
Changzhou City, Jiangsu Province, China
Tel: +86 519 68788166
Email: info@seraphim-energy.com
Website: www.seraphim-energy.com

Statement Letter

Ref: Seraphim's Code of Conduct, Employees' Rights, Product Compliance

Date: 22nd February 2022

To: **Whom It May Concern**

From: **Jiangsu Seraphim Solar System Co., Ltd. (the "Seraphim")**

No. 10 Tongshun Road, Henglin Town,
Wujin, Jiangsu, China.

Subject: **Seraphim's Code of Conduct, Employees' Rights, Product Compliance**

Dear Madam/Sir,

Regarding the compliance on Production, Seraphim hereby states and clarifies that:

1. The Compliance to the Laws and Regulations.

- 1.1 Seraphim strictly adheres to comply with all the applicable laws of People's Republic of China.
- 1.2 Seraphim strictly adheres to comply with all the international standards, treaties and conventions concluded by People's Republic of China.

2. The Integrity and Ethic of Business Conducts.

- 2.1 Seraphim has enacted and will strictly adhere to the Seraphim's Business Conduct Guidelines.
- 2.2 Seraphim requires its supplier, subcontractor to comply with applicable laws and Seraphim's Business Conduct Guidelines not to conduct any forced labors, child labors, modern slavery, oppression of minorities and any other illegal behaviors.
- 2.3 The anti-corruption, anti-fraud and business integrity clauses are included in contracts and agreements with Seraphim's suppliers and contractors.
- 2.4 Seraphim establishes the procedures in handling anti-fraud matters, and establishes an efficient mechanism for receiving, sorting, tracking and closure of cases.

3. The Respect and Protection the Human Rights and Labor's Rights.

- 3.1 Seraphim supports and respects commitments and initiatives in protecting human rights as proposed in The Ten Principles of the UN Global Compact and UN ILO Conventions and is strictly complying with all applicable national laws and regulations, minimum industry requirement, and the mandatory regulations of UN ILO, the United Nations Convention.





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- 3.2 In China, Seraphim is keeping strictly in complies with the Labor Law, Labor Contract Law and other laws and regulations. Seraphim also strictly follows the labor standards and relevant laws and regulations as stipulated by the local authorities where the factories and offices are located around the world.
- 3.3 Seraphim always treat employees equally, regardless of ethnicity, race, nationality, religious belief, gender, age, disability, marital status, etc., and insisting on equal pay for equal work, and promotes gender equality. Furthermore, the employees are strictly prohibited to discriminate each for whatever reason.
- 3.4 All employees in Seraphim have absolute freedom of religious belief, to negotiate the wage and position, to select the choice of accommodation, to keep their personal ID documents, to have freedom of association, to handle resignation and other relevant personal decision for their work.
- 3.5 All Seraphim's employees are secured and covered by public social securities, which are paid monthly as agreed in Labor Contract, and supplementary commercial medical and accident insurance took out by Seraphim at its own costs.
- 3.6 Seraphim is strictly obeying the regulations from local laws and industry standard regarding the working time, all of overtime must be voluntary and the employee will be compensated as per applicable regulation.
- 3.7 Seraphim has passed the audit for ISO 45001 certification and provides the safety and health workplace and training each employee the knowledge of health and safety.
- 3.8 Seraphim absolutely rejects forced labors and will never engage/employ child labors. Any corporate punishment or coercion on physical, non-physical, and verbal insults/abuse are strictly prohibited. Any use of forced labors and child labors will not be tolerated by Seraphim towards its suppliers and contractors.
- 3.9 Human trafficking and modern slavery are strictly prevented and prohibited by local laws and regulations which Seraphim and its suppliers and contractors are committed to adhere.
- 4. **The Environmental Protecting.**
- 4.1 Seraphim has passed the audit for ISO 14001 certification, we are committed to comply fully with all national laws and regulations on environment, to protect environment and reduce the influence on environment.
- 4.2 Seraphim has passed the audit for ISO 9001 certification; we are committed to manufacture and deliver high quality solar product to generate clean energy.
- 4.3 The Carbon Footprint certification is under processing.

Sincerely yours,

Signature

Printed Name & Title: Polaris Li Gang, CEO

