

**HD Renewable Energy Co., Ltd.**

**Supplier Code of Conduct**

**Preamble**

**HD Renewable Energy Co., Ltd. (“HDRE”) is committed to social responsibility, environmental protection, business ethics, and sound corporate governance. HDRE expects all suppliers to uphold consistent standards and practices to promote a safe, transparent, and sustainable supply chain.**

**Suppliers shall comply with this Code and all applicable laws and regulations in the countries and regions where they operate, including, where applicable, the Labor Standards Act, Occupational Safety and Health Act, Environmental Basic Act, and Personal Data Protection Act of the Republic of China (Taiwan). Suppliers shall also respect internationally recognized human rights, fulfill environmental responsibilities, and conduct business with integrity.**

**HDRE encourages suppliers to require their own suppliers, contractors, subcontractors, and business partners to adhere to this Code.**

**HDRE may take a supplier’s compliance with this Code into consideration in procurement and business decisions and may promote continuous improvement through communication, cooperation, audits, and follow-up assessments.**

**Where a supplier is found to have seriously violated this Code, HDRE reserves the right to take appropriate actions, including but not limited to requiring corrective actions within a specified timeframe, suspending cooperation, or terminating the business relationship.**

**This Code is established with reference to internationally recognized standards and principles, including the Responsible Business Alliance (RBA) Code of Conduct, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights.**

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## **2. Labor and Human Rights**

- 1. Suppliers shall respect the human rights and dignity of all workers and prohibit any form of forced, bonded, or trafficked labor.**
  - 2. The employment of child labor under the age of fifteen is prohibited. Workers under the age of eighteen shall not be assigned to hazardous work.**
  - 3. Working hours, wages, and benefits shall comply with applicable laws and regulations. Labor and health insurance, as well as other relevant social insurance, shall be provided in accordance with the law.**
  - 4. Fair employment opportunities shall be provided. Discrimination based on race, gender, age, religion, disability, sexual orientation, marital status, or other protected characteristics is prohibited.**
  - 5. Suppliers shall prevent all forms of harassment, violence, or improper treatment and maintain a safe and respectful working environment.**
  - 6. Suppliers shall respect workers' rights to freedom of association and collective bargaining in accordance with applicable laws.**
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## **3. Health and Safety**

- 1. Suppliers shall provide a safe and healthy working environment in compliance with the Occupational Safety and Health Act and other applicable regulations.**
- 2. Safe operating procedures, emergency response mechanisms, and education and training programs shall be established to prevent occupational accidents and health risks.**
- 3. A reporting and corrective action system for work-related injuries and occupational diseases shall be established, and necessary medical care and compensation shall be provided.**
- 4. Production and operating equipment shall be equipped with protective measures and shall be regularly inspected and maintained.**
- 5. Suppliers shall promote the physical and mental well-being of employees by**

providing reasonable rest periods and supportive resources.

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#### **4. Environmental Responsibility**

- 1. Suppliers shall comply with the Environmental Basic Act and other applicable environmental regulations, continuously promoting pollution prevention and resource management measures to reduce environmental impact.**
  - 2. Suppliers shall strive to promote energy conservation and carbon reduction, improve energy efficiency, and reduce greenhouse gas emissions.**
  - 3. Waste classification and resource recycling shall be implemented to minimize negative environmental impact.**
  - 4. In the course of operations and development, suppliers shall protect natural ecosystems and biodiversity.**
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#### **5. Ethics**

- 1. Suppliers shall uphold integrity in business operations and prohibit any form of bribery, corruption, embezzlement, or improper advantages.**
  - 2. Suppliers shall ensure that all transactions are fair and transparent and shall not obtain commercial advantages through improper means.**
  - 3. Suppliers shall respect intellectual property rights and shall not infringe upon the rights of HDRE or any third party.**
  - 4. All disclosed information shall be truthful, complete, and accurate. Falsification, concealment, or misrepresentation is prohibited.**
  - 5. Suppliers shall properly manage personal data and business information in accordance with the Personal Data Protection Act and other applicable regulations.**
  - 6. Suppliers shall comply with applicable fair trade and advertising laws and regulations and uphold market fairness and integrity.**
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## **6. Management System**

- 1. A clear accountability system shall be established, with designated personnel responsible for overseeing the implementation of this Code.**
  - 2. Suppliers shall continuously monitor and comply with applicable laws, customer requirements, and industry standards.**
  - 3. Risk identification and management mechanisms shall be established to prevent labor, environmental, and ethical risks.**
  - 4. Relevant records and documents shall be properly maintained, and information security and privacy shall be ensured.**
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## **7. Social Participation**

- 1. Suppliers are encouraged to actively contribute to local communities by promoting local education, employment, and environmental improvement.**
  - 2. Suppliers are encouraged to provide equal employment opportunities, including opportunities for disadvantaged groups, thereby fostering a diverse and inclusive workplace culture.**
  - 3. Suppliers are encouraged to support employee participation in volunteer and charitable activities, collectively promoting the spirit of sustainability.**
  - 4. Suppliers are encouraged to prioritize local procurement of resources, contributing to local economic development.**
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**Supplier Acknowledgment**

**The Supplier acknowledges that it has read and understood the HD Renewable Energy Co., Ltd. Supplier Code of Conduct and agrees to comply with its principles and requirements.**

**For the avoidance of doubt, this Code of Conduct forms an integral part of the existing agreement between the Supplier and HDRE as of the date of execution.**

**Supplier:**

**Representative:**

**Date:**