



职业健康与安全政策

Occupational Health and Safety Policy

1. 目的与依据 Purpose and Basis

高景太阳能股份有限公司（以下简称“高景太阳能”或“公司”）坚持“以人为本、预防为主、全员参与、持续改进”，致力于为员工、承包商及其他在公司控制或影响范围内工作的人员提供安全、健康、有尊严的工作环境。本政策旨在预防工伤、职业病和健康损害，消除危险源、降低职业健康安全风险，并保障业务稳定运行。

Gokin Solar Co., Ltd. (hereinafter referred to as “Gokin Solar” or “the Company”) follows a people-centered, prevention-first approach based on worker participation and continual improvement. The Company is committed to a safe, healthy, and dignified workplace for employees, contractors, and others working under its control or influence. This Policy aims to prevent injuries, occupational diseases, and ill health, eliminate hazards, reduce occupational health and safety risks, and support resilient operations.

本政策依据业务所在地适用的职业健康与安全、消防、特种设备、危险化学品、工伤和劳动保护法律法规制定，并参考国际劳工组织《职业安全卫生公约》（第 155 号）、ISO 45001、SA8000 及其他相关国际原则和标准。适用法律或客户要求更严格的，依法合规评估后执行更严格要求。

This Policy is developed in accordance with applicable laws on occupational health and safety, fire protection, special equipment, hazardous chemicals, work-related injury, and labor protection. It also refers to the ILO Occupational Safety and Health Convention (No. 155), ISO 45001, SA8000, and other relevant international principles and standards. Where law or customer requirements are stricter, the stricter requirements apply following an appropriate compliance assessment.

2. 适用范围 Scope

本政策适用于高景太阳能股份有限公司及其控股子公司、各生产基地、办公场所、建设项目和经营单位，以及董事、高级管理人员、全体员工、实习生、劳务派遣人员、承包商、访客和其他进入公司场所或代表公司作业的人员。公司推动供应商及合作伙伴建立与其风险相适应的职业健康安全管理体系。

This Policy applies to Gokin Solar Co., Ltd., controlled subsidiaries, production bases, offices, construction projects, and operating entities, and to directors, senior management, employees, interns,

agency workers, contractors, visitors, and others entering Company premises or working on its behalf. Suppliers and business partners are encouraged to maintain occupational health and safety systems proportionate to their risks.

3. 定义 Definitions

3.1 危险源 Hazard

可能导致伤害和健康损害的来源、情形或行为。

A source, situation, or act with the potential to cause injury or ill health.

3.2 职业健康安全风险 Occupational Health and Safety Risk

与工作相关危险事件或暴露发生的可能性和由此造成伤害或健康损害严重程度的组合。

The combination of the likelihood of occurrence of a work-related hazardous event or exposure and the severity of resulting injury or ill health.

3.3 事件 Incident

由工作引起或在工作过程中发生，可能或已经导致伤害和健康损害的情况，包括事故、未遂事件和职业健康异常。

An occurrence arising out of or in the course of work that could or does result in injury or ill health, including accidents, near misses, and occupational health abnormalities.

4. 职责 Responsibilities

4.1 董事会及高级管理层 Board and Senior Management

对职业健康安全治理承担监督和领导责任，批准方针和重大目标，提供必要资源，审议重大风险和事件，并以实际行动强化安全优先。

Provide oversight and leadership for occupational health and safety, approve policy and material objectives, provide necessary resources, review significant risks and incidents, and demonstrate that safety takes priority.

4.2 环境、健康与安全管理职能 Environment, Health and Safety Function

建立并维护职业健康安全管理体系，组织合规评价、危险源识别、风险评估、目标与方案、培训、检查、职业卫生、应急、事故调查、统计分析和持续改进。

Establish and maintain the occupational health and safety management system and organize compliance evaluations, hazard identification, risk assessments, objectives and programs, training, inspections, occupational hygiene, emergency preparedness, incident investigation, performance analysis, and continual improvement.

4.3 各生产基地、业务部门和各级管理人员 **Production Bases, Business Functions, and Managers**

对本单位和管辖区域的职业健康安全绩效负责，将控制措施融入工艺、设备、项目和日常管理，确保人员胜任、设施有效、作业受控，并及时纠正不安全状态和行为。

Be accountable for occupational health and safety performance within their functions and areas; integrate controls into processes, equipment, projects, and daily management; ensure competent personnel, effective safeguards, and controlled work; and promptly correct unsafe conditions and behaviors.

4.4 采购、工程及承包商管理部门 **Procurement, Engineering, and Contractor Management**

在采购、设计、建设、维修和外包活动中落实本质安全和承包商管理要求，开展准入评估、合同约定、培训交底、作业许可、现场监督和绩效评价。

Apply inherent safety and contractor management requirements in procurement, design, construction, maintenance, and outsourced activities through prequalification, contractual requirements, induction and briefing, permits to work, site supervision, and performance evaluation.

4.5 全体工作人员 **All Personnel**

遵守安全规章和作业程序，正确使用防护设备，参加培训和健康检查，主动报告危险源、未遂事件、事故和健康异常，并有权拒绝违章指挥和停止存在迫切严重危险的作业。

Follow safety rules and work procedures, correctly use protective equipment, participate in training and health surveillance, proactively report hazards, near misses, incidents, and health abnormalities, and refuse unsafe instructions or stop work presenting an imminent and serious danger.

5. 管理流程 **Management Process**

识别法律义务和危险源→评估风险并确定控制优先级→消除、替代、工程控制、管理控制和个体防护→培训与作业许可→监测、检查和员工参与→事件应急与调查→纠正措施、管理评审和持续改进。

Identify legal obligations and hazards → assess risks and prioritize controls → eliminate, substitute, apply engineering controls, administrative controls, and personal protective equipment → train and authorize work → monitor, inspect, and engage workers → respond to and investigate incidents → corrective action, management review, and continual improvement.

6. 职业健康与安全要求 Occupational Health and Safety Requirements

6.1 危险源识别、风险评估与控制层级 Hazard Identification, Risk Assessment, and Hierarchy of Controls

公司对常规和非常规活动、人员行为、设备设施、化学品、人体工效、心理社会因素、自然灾害、变更和外部相关方开展风险识别与评估，并在作业前动态确认风险。控制措施优先按照消除、替代、工程控制、管理控制和个体防护的顺序选择，不以个体防护替代合理可行的更高层级措施。

The Company identifies and assesses risks from routine and non-routine activities, human behavior, equipment, chemicals, ergonomics, psychosocial factors, natural hazards, changes, and external parties and dynamically confirms risks before work. Controls are selected in the order of elimination, substitution, engineering controls, administrative controls, and personal protective equipment; PPE does not replace reasonably practicable higher-level controls.

6.2 设计、设备与变更管理 Design, Equipment, and Management of Change

新建、扩建、改造项目和设备采购在设计阶段落实安全与职业卫生“三同时”及适用审批要求，开展本质安全审查和投用前安全确认。工艺、设备、材料、布局、软件、组织或人员发生重大变化前，应评估健康安全影响，更新文件、培训和应急措施。

New construction, expansion, renovation, and equipment procurement integrate applicable simultaneous design, construction, and commissioning requirements for safety and occupational health, inherent safety reviews, and pre-startup verification. Material changes to processes, equipment, materials, layout, software, organization, or staffing require prior health and safety assessment and updates to documents, training, and emergency measures.

6.3 高风险作业与保命规则 High-Risk Work and Life-Saving Rules

高处、动火、有限空间、临时用电、起重吊装、检维修、能量隔离、挖掘和其他高风险作业实行许可、作业前分析、监护和完工确认。严禁损坏或屏蔽安全及消防设施、无证操作、未经许可进入危险区域、酒后作业或驾驶，以及未实施能量隔离开展检维修。任何生产进度或成本压力均不得作为违反安全规则的理由。

Work at height, hot work, confined space entry, temporary electrical work, lifting, maintenance, energy isolation, excavation, and other high-risk activities require permits, pre-job analysis, supervision, and close-out. Tampering with safety or fire systems, unlicensed operation, unauthorized entry into hazardous areas, working or driving under the influence of alcohol, and maintenance without energy isolation are prohibited. Production or cost pressure never justifies violating safety rules.

6.4 职业卫生与员工健康 Occupational Hygiene and Worker Health

公司识别噪声、粉尘、化学品、高温、辐射、重复动作、夜班和其他职业危害，依法开展检测评价、工程治理、岗位告知、职业健康培训和上岗前、在岗期间及离岗时的职业健康检查。健康资料严格保密。对职业禁忌或健康异常人员及时采取调岗、复查、治疗协助和其他保护措施，不得歧视或不当解雇。

The Company identifies noise, dust, chemicals, heat, radiation, repetitive motion, night work, and other occupational hazards and conducts legally required monitoring, engineering controls, hazard communication, training, and pre-placement, periodic, and exit health examinations. Health records are kept confidential. Workers with contraindications or abnormal findings receive timely reassignment, follow-up examination, treatment assistance, or other protection without discrimination or improper dismissal.

6.5 化学品、消防和特种设备 Chemicals, Fire Safety, and Special Equipment

危险化学品实行清单、安全技术说明书、标签、相容性分区、使用和泄漏控制；消防设施、安全出口和疏散通道保持完好畅通；锅炉、压力容器、起重机械、叉车和其他特种设备依法登记、检验、维护并由具备资质人员操作。

Hazardous chemicals are controlled through inventories, safety data sheets, labels, compatibility segregation, safe use, and spill controls. Fire protection systems, exits, and evacuation routes remain

functional and unobstructed. Boilers, pressure vessels, lifting machinery, forklifts, and other special equipment are registered, inspected, maintained, and operated by qualified personnel as required.

6.6 承包商、供应商与访客安全 Contractor, Supplier, and Visitor Safety

公司按照风险对承包商开展资质和绩效审查，明确安全责任，实施入场培训、风险交底、作业许可、现场监督和退场评价。承包商员工享有与公司员工一致的基本安全保护和申诉权利。访客进入生产区域前接受必要告知并由授权人员陪同。

Contractors are subject to risk-based qualification and performance review, clear allocation of safety responsibilities, site induction, risk briefing, work permits, supervision, and close-out evaluation. Contractor workers receive the same fundamental safety protection and grievance rights as Company employees. Visitors receive necessary briefing and authorized escort before entering production areas.

6.7 培训、能力与安全文化 Training, Competence, and Safety Culture

公司根据岗位风险和法律要求开展入职、转岗、复工、特种作业、管理人员和年度再培训，并通过理论或实操考核验证能力。培训使用员工能够理解的语言和方式，工时和费用由公司依法承担。领导层通过现场参与、安全沟通和资源决策发挥示范作用，鼓励报告未遂事件和改进建议。

Risk- and legally based induction, transfer, return-to-work, special operation, management, and annual refresher training is provided, with competence verified through knowledge or practical assessment. Training is delivered in a language and form workers understand, and time and costs are borne by the Company as required by law. Leaders demonstrate commitment through site engagement, safety communication, and resource decisions, and encourage near-miss reporting and improvement suggestions.

6.8 应急准备、急救与业务连续性 Emergency Preparedness, First Aid, and Business Continuity

公司识别火灾、爆炸、化学品泄漏、机械伤害、触电、中毒窒息、自然灾害和公共卫生事件等情景，建立预案、联络机制、疏散安排、应急队伍、急救和物资保障，并定期演练和评估。应急处置优先保护生命健康，并兼顾环境和社区影响。

The Company identifies scenarios including fire, explosion, chemical release, machinery injury, electric shock, poisoning or asphyxiation, natural hazards, and public health emergencies and

maintains plans, communication, evacuation, response teams, first aid, and resources, supported by regular exercises and evaluation. Emergency response prioritizes life and health while considering environmental and community impacts.

6.9 工伤、康复与责任保障 Work-Related Injury, Rehabilitation, and Protection

发生工伤或疑似职业病时，公司依法组织救治、报告、调查和工伤认定协助，保障相关人员获得法定待遇和合理康复支持。员工报告事件、接受治疗或参与调查不得成为降薪、歧视、解雇或其他不利待遇的依据。

Following a work-related injury or suspected occupational disease, the Company arranges treatment, reporting, investigation, and assistance with legal recognition and ensures access to statutory benefits and reasonable rehabilitation support. Reporting an incident, receiving treatment, or participating in an investigation may not result in reduced pay, discrimination, dismissal, or other adverse treatment.

7. 员工参与、申诉与停止作业权 Worker Participation, Grievances, and Stop-Work Right

公司就危险源识别、风险评估、控制措施、事件调查、政策实施和改进建议与员工及员工代表进行沟通和协商，为其参与提供时间、培训和必要信息。员工可在不受报复的情况下报告危险、未遂事件、健康问题或安全建议。

The Company communicates and consults with workers and their representatives on hazard identification, risk assessment, controls, incident investigation, policy implementation, and improvement proposals and provides the time, training, and information necessary for meaningful participation. Workers may report hazards, near misses, health concerns, or safety suggestions without retaliation.

当员工基于合理理由认为存在可能导致死亡或严重伤害的迫切危险时，有权立即停止作业、撤离至安全地点并报告。管理人员应在复工前组织评估并消除或有效控制风险。善意停止作业或报告危险的人员不得受到处罚、威胁或其他不利待遇。

A worker who reasonably believes that work presents an imminent danger of death or serious injury may immediately stop work, move to a safe location, and report the concern. Management must assess and eliminate or effectively control the risk before work resumes. A person who stops work or reports danger in good faith may not be punished, threatened, or otherwise disadvantaged.

利益相关方可实名或匿名通过以下渠道提出申诉、投诉或举报：电子邮箱 shenjibu@gokin.com；举报电话/短信 15692038078；举报微信 gokinsolarshenji1209；公司及各基地官方微信公众号“联系我们—举报渠道”；各基地举报信箱；或邮寄至广东省珠海市金湾区三灶镇湖滨路 1566 号高景太阳能股份有限公司审计委员会（收）。

Stakeholders may raise grievances, complaints, or reports openly or anonymously through the following channels: email at shenjibu@gokin.com; hotline/SMS at +86 15692038078; WeChat at gokinsolarshenji1209; the “Contact Us - Reporting Channel” on the official WeChat accounts of the Company and its production bases; reporting mailboxes at each production base; or correspondence to the Audit Committee of Gokin Solar Co., Ltd., No. 1566 Hubin Road, Sanzao Town, Jinwan District, Zhuhai, Guangdong, China.

职业健康安全申诉按照接收、登记、评估、调查、反馈、整改和跟踪程序处理。重大或紧急危险应优先通过现场管理人员、EHS 人员或应急渠道立即报告。公司保护申诉人、举报人、证人和协助调查人员，对打击报复实行零容忍；具体要求按照《高景太阳能申诉、投诉与举报管理政策》执行。

Occupational health and safety grievances follow receipt, registration, assessment, investigation, feedback, corrective action, and follow-up. Significant or urgent danger should first be reported immediately to site management, EHS personnel, or emergency channels. The Company protects complainants, reporters, witnesses, and persons assisting investigations and maintains zero tolerance for retaliation; detailed requirements follow the Gokin Solar Grievance, Complaint and Reporting Management Policy.

8. 监测、调查与审查 **Monitoring, Investigation, and Review**

公司建立领先和滞后指标，监测风险整改、培训、检查、职业危害暴露、健康检查、未遂事件、工伤、承包商绩效和员工参与等情况。数据应真实、完整、可追溯，不得瞒报、迟报或操纵安全绩效。

The Company maintains leading and lagging indicators covering risk remediation, training, inspections, occupational exposure, health surveillance, near misses, injuries, contractor performance, and worker participation. Data must be truthful, complete, and traceable; concealment, delayed reporting, or manipulation of safety performance is prohibited.

所有事件根据实际和潜在后果进行分级、及时报告和调查，重点识别系统原因而非简单归责个人。调查吸收员工或员工代表参与，形成纠正预防措施、责任人和期限，并验证措施有效性；重要经验在适当范围内分享。

Incidents are classified, promptly reported, and investigated according to actual and potential consequences, with emphasis on systemic causes rather than simple individual blame. Workers or their representatives participate as appropriate. Corrective and preventive actions include accountable owners and deadlines and are verified for effectiveness; material lessons are shared where appropriate.

本政策原则上每年至少审查一次，并在法律变化、重大组织或工艺变更、严重事件或审核发现后及时专项评审。高级管理层定期评估目标、资源、合规、绩效、员工意见、事件和整改情况，推动职业健康安全管理持续改进。本政策由高级管理层、董事长签批。

This Policy is reviewed at least annually in principle and promptly following legal changes, material organizational or process changes, serious incidents, or significant audit findings. Senior management periodically evaluates objectives, resources, compliance, performance, worker feedback, incidents, and corrective actions to drive continual improvement. This policy was approved by the senior management and the chairman.