

## **Equal Employment Opportunity Policy**

### **Purpose**

The purpose of this policy is to memorialize the commitment of Canadian Solar Inc., on its own behalf and on behalf of its subsidiaries and affiliates (“Canadian Solar” or the “Company”), to the principles of equal employment opportunity and a discrimination-free workplace.

### **Policy**

Canadian Solar is an equal opportunity employer. The Company complies with all laws, rules and regulations intended to prevent discrimination in the workplace. The Company prohibits discrimination of any type and affords equal employment opportunities to employees and applicants without regard to ethnicity, race, color, gender, religion, political or other opinion, sexual orientation, gender identity or expression, age, disability status, and other distinguishing characteristics.

The Company believes that equal employment opportunity applies to everyone and that it may be especially important for people with certain characteristics that have historically been subjected to unfair treatment in the workplace. Canadian Solar is committed to treating qualified job applicants and employees eligible for promotion fairly and based on merit, and to make all reasonable efforts to avoid conscious or unconscious bias that may lead to potential discrimination.

### **Scope**

This Policy applies to all aspects and activities related to Canadian Solar and its employees and potential employees, including:

- Recruitment and employment
- Promotion or demotion
- Transfer
- Training
- Working conditions
- Wages and salary administration (including benefits)
- Layoff and termination

This Policy also applies to the selection and treatment of independent contractors, personnel working on the Company’s premises who are employed by temporary agencies, and any other persons or firms doing business for or with the Company.

### **Dissemination and Implementation of Policy**

The officers of Canadian Solar Inc. and all subsidiaries are responsible for the communication and dissemination of this Policy and the principles contained within it. Directors, managers, and supervisors are responsible for implementing equal employment practices within each department. The Human Resources department is responsible for overall compliance and maintains personnel records in compliance with applicable laws and regulations.

Canadian Solar will not tolerate any parties directly or indirectly engaging in a violation of this Policy. Employees found to have violated this Policy will be disciplined, with consequences up to and including employment termination.

### **Reporting of Violations**

Any person who suspects that a violation of this Policy has, may have occurred, or may occur in the future, is expected to notify their direct manager, Canadian Solar's Legal Department, and Canadian Solar's Corporate Compliance Office. Any person that is not comfortable notifying any of the foregoing parties should report the suspected breach (or risk of breach) through Canadian Solar's Whistleblower hotline by phone (+1 519 823 7477) or by e-mail ([whistleblower@canadiansolar.com](mailto:whistleblower@canadiansolar.com)). Such notifications will be managed in accordance with Canadian Solar's [Whistleblower Policy](#).

Canadian Solar encourages feedback regarding actual or potential violations of this Policy and will support any report of a genuine concern made in good faith, even if the report turns out to be mistaken. Canadian Solar is committed to ensuring no one suffers detrimental treatment, including dismissal, disciplinary action, threats or other unfavorable treatment, as a result of reporting in good faith their suspicion that a violation of this Policy is or may be taking place in any part of Canadian Solar's business or the business of Canadian Solar's partners.