

## **Labor and Human Rights 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 high standards of labor and human rights that our employees and others are entitled to.

### **Policy**

The Company complies with all applicable laws respecting human rights. The Company is committed to ensuring that all employees and persons impacted by our business are treated fairly, respectfully and with dignity and that it is not complicit in any human rights abuses.

### **Requirements**

Canadian Solar is committed to conducting its business based upon the following minimum requirements:

#### **1. Non-Discrimination**

The Company upholds a merit-based work environment and does not tolerate any form of discrimination based on ethnicity, race, color, gender, language, religion, political or other opinion, sexual orientation, gender identity or expression, age, disability status, and other distinguishing characteristics.

Additional statements on our non-discrimination and equal employment policies may be found in our [Code of Business Conduct and Ethics](#), and in our *Equal Employment Opportunity Policy*.

#### **2. Non-Harassment**

The Company prohibits any form of harassment, including but not limited to physical, verbal, sexual or psychological harassment, bullying, abuse, or threats in the workplace by either their fellow employees or managers.

Additional statements on our harassment policy may be found in our [Code of Business Conduct and Ethics](#).

#### **3. No Forced Labor**

The Company does not tolerate any form of forced labor including bonded labor, indentured labor and slave labor, or human trafficking. Canadian Solar’s [Modern Slavery Policy](#) contains a more detailed description of our position.

#### **4. No Child Labor**

The Company does not tolerate the hiring of child labor under any circumstances. The legally required minimum age for full-time or part-time employment in Canadian Solar is respected without exception everywhere Canadian Solar conducts business.

## **5. Freedom of Association and Collective Bargaining**

The Company respects employees' rights to form or join labor unions or equivalent organizations, and respects the right of collective bargaining in support of their interests without fear of punitive action.

## **6. Working Hours, Benefits and Wages**

Canadian Solar adheres to the stricter of applicable laws or industry standards, relating to minimum wages, working hours, overtime, and benefits. The Company provides all employees with the benefits of sick leave and annual holiday, as well as parental leave for employees who must care for a new-born or newly adopted child, at a minimum in accordance with applicable laws.

## **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 practices within each department that comply with this Policy. The Human Resources department is responsible for overall compliance and maintains personnel records in compliance with applicable laws and regulations.

Canadian Solar expects its personnel and business partners to share its strong commitment to human rights.

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. Any third party that breaches this Policy may have its relationship with Canadian Solar terminated and may face legal action.

## **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.