

JA Solar HSSE Plan

晶澳科技环境健康安全管理体系

(PV Manufacturing Base)

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■ DEFINITIONS AND INTERPRETATION

HSSE stands for Health, Safety, Security, and Environment. It refers to an integrated management system that combines these four key areas:

- **Health** – Occupational health and safety management, injury prevention, employee wellbeing, etc.
- **Safety** – Preventing workplace injuries and accidents, developing safety procedures and protocols, ensuring equipment safety, etc.
- **Security** – Physical security of facilities and assets, access controls, emergency preparedness, cybersecurity, etc.
- **Environment** – Environmental protection, sustainability initiatives, reducing ecological impacts, energy efficiency, waste reduction, etc.

- **Hazard** – source, situation, or act with a potential for harm in terms of human injury or ill health, or a combination of these.
- **PPE** – Personal protective equipment (PPE) is protective clothing, helmets, goggles, or other garments or equipment designed to protect the wearer's body from injury or infection. The hazards addressed by protective equipment include physical, electrical, heat, chemical, biohazards, and airborne particulate matter.

1. EHS Policy of JA Solar

以人为本，预防为主，安全健康工作
环境友好，节约减排，高效持续发展

- People Oriented, Prevention Focused, Working with Safety and Health in mind.
- Environmentally friendly, saving energy and resources and reducing emissions, efficient and sustainable development.

2. EHS Values of JA Solar

- Ensure the health and safety of employees and the protection of the environment in an ethical manner.
- Fulfil our professional responsibilities and prevent environmental pollution in a spirit of humility.
- Respect the laws of nature in a spirit of reverence and fulfil the company's commitments and principles.
- Promote a favorable working environment and pursue sustainable development in the spirit of gratitude.

3. Purpose

Health, Safety, Security and Environment (HSSE) is the cornerstone of JA Solar's business and operations. The site EHS department is responsible for managing it for the benefit of our employees, customers and stakeholders.

We developed the HSSE Plan to demonstrate to our customers how JA Solar ensures that we can manage all hazards, both actual and potential, by adhering to the highest standards and taking a scientific approach to HSSE system management. With the right approach, we are committed to providing a stable, healthy and safe working environment for our employees, producing good quality products, protecting the safety of goods and storage on site, and supporting on-time delivery to our customers.

4. Scope of HSSE

- HSSE Governance and Management Systems
- Professional Health, Safety and Security management
- Process Safety management scientifically
- Environmental and Operational Sustainability

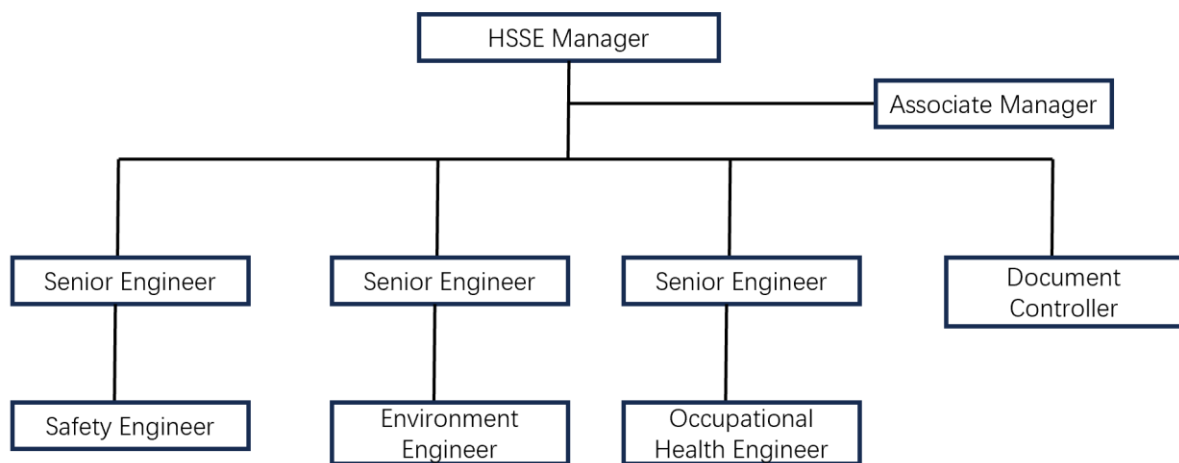
5. Management Processes and Mechanism

JA Solar has an organized HSSE management and control capability, the core of which is "Full Life Cycle Management", through pre-event, mid-event and post-event management.

Pre-event management	Based on the Management of Change (MOC) system. The policy is used to manage any health, safety or environmental risks that arise when facilities, people or operations are updated, added to or otherwise changed. A series of checklists are provided to help the manager ensure that new or increased hazards are identified and controlled.
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Mid-event management	Based on Job Safety Analysis & Job Hazard Analysis to identify the valuable and potential hazards so that managers and our employees know how to control the hazards or how to protect themselves.
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Post-event management	JA Solar's primary focus is on preventing incidents. However, it is also important to be prepared if emergencies do occur. Emergency Preparedness plans have been put in place and response teams have been trained to respond efficiently and effectively.

6. HSSE Organization Chart on Site

- All of JA Solar's manufacturing sites have established EHS departments. We have qualified EHS professionals working on site on a full-time basis.
- The organization may be slightly different at different production sites, even though we follow the same management method.
- Example: JA Solar Xing Tai Manufacturing Base in below.



7. HSSE risk management

As we just mentioned in Chapter 5, the core of HSSE risk management during the manufacturing process is "Full Life Cycle Management", through pre-event, mid-event and post-event management. And you can look for more details in the diagram in that chapter.

And for the raw material supply and product logistics HSSE risk management part, contractors are required to follow the same policies and procedures as JA solar, unless the contractors' own company HSSE policies and procedures are approved by JA solar.

8. Industry and International Standards

The main standards to which JA Solar refers to ensure the procedures of this project are legally compliant, such as

- **ISO 45001:2018 Occupational health and safety (OH&S) management system**
- **ISO 14001:2015 Environmental management systems (EMS)**

** All PV manufacturing bases of JA Solar have been certified to both standards.
Please contact your Sales and Marketing person to get the certificates*

9. Recruitment and Training

JA Solar ensures that all of our procedures follow the same standards in different manufacturing bases. Therefore, in most cases, we do not recruit specific employees or specific procedures for a particular job. However, during the periodic recruitment of new employees, we use "Three-Level Safety Education" to train newly hired employees on HSSE rules and requirements, as well as SOPs (Standard Operating Procedures) that depend on their positions, to ensure consistent quality products.

In addition to "three-level safety training" for new employees, we develop annual training plans based on their positions and responsibilities to ensure that employees' skills and HSSE capabilities are up to standard.

10. Working Environment

- At the beginning of each year, JA Solar sets up an occupational health and environmental monitoring level in accordance with relevant laws and industry standards in China, such as the "Technical Specifications for Environmental Monitoring" issued by the MEP(China). "
- Routine environmental elements such as temperature and humidity are monitored in real time by detection devices to ensure the stability of the production environment.
- The PPE (Personal Protective Equipment) that we provide to our employees primarily includes anti-smashing shoes and cut-resistant gloves. We have compiled a detailed list of personal equipment to ensure that employees can carry out their duties in a safe and healthy manner.

10. Waste Management

- Hazardous waste generated during production is properly collected, stored in designated warehouses and disposed of by qualified contractors. We will audit and inspect the supplier's qualification before signing contracts to ensure compliance with this activity.
- Contractors will also be required to follow the same policies and procedures as JA Solar.

11. HSSE Communication

▪ **Manager Meeting**

The managers' meeting to analyze the operation of the HSSE system and formulate improvement actions is held in the middle of each month.

▪ **Employee Representative Meeting**

An employee representative meeting will be held annually, where managers listen to employee advice and record them. Specific managers are responsible for implement their suggestions.

▪ **Feedback Channel for Employees**

A manager directory is placed in every workshop, allowing employees to contact any manager for suggestions or complaints.

12. Incident Report and Investigation

▪ **Reporting of unsafe actions and near misses**

Any unsafe behavior must be immediately corrected and reported. It will be documented so that we can warn our employee and use it as a lecture note.

At JA Solar's PV manufacturing bases, all near misses must be formally reported by employees, contractors and subcontractors within 2 hours to the site EHS Team and will be investigated by the on-site EHS department. A report must be provided within 5 days.

▪ **Notice of Incidents**

It must be formally reported by employees, contractors, and subcontractors within 1 hours and it will be investigated by EHS department. report must be provided within 7 days.

13. Emergency Preparedness and Response

Emergency facilities in factories include fire, smoke and heat detection systems, flame arresters and have been installed in high risk work areas, for example. The fire detection system should be designed to rapidly detect the onset of a fire and should include audible or visual alarms. The locations of such equipment have been strategically placed, clearly marked and documented. And they are tested regularly.

If emergencies do occur, these facilities will be activated and our response teams, which have been continuously trained, will take effective action in accordance with the emergency plans.

14. Audit and Inspection

Managers will review the process of the HSSE system to focus on improvements to our management each season. Our management team and EHS department will audit and inspect to ensure that our EHS policy has been properly implemented and that all elements have been completed and documented.

15. HSSE Statistics

Data statistics and analysis are an important part of our HSSE management. We regularly collect data for analysis and continuous improvement. The data can be displayed during the site visit.

For more information on HSSE, we encourage you to visit the JA Solar website and read the annual ESG & Sustainability Report to learn more about our efforts on environmental, health and safety. <https://www.jasolar.com/html/en/>