

## CODE OF CONDUCT FOR HANWHA Q CELLS GMBH SUPPLIERS

This Code of Conduct defines the company-wide [all companies and locations] principles and requirements of Hanwha Q CELLS to its suppliers of goods and services with regard to their responsibility towards man and the environment.

All principles for Hanwha Q CELLS suppliers and sub-suppliers described within the following paragraphs conform to the principles laid down in the United Nations Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organization. In addition, the supplier shall also ensure the observance of all statutory regulations concerning man and the environment (such as labour law and environmental law etc.) applicable on the respective country of origin and / or production.

**Hanwha Q CELLS reserves the right to adapt the requirements of this Code of Conduct and communicate it to all suppliers in written form.**

### THE SUPPLIER HEREBY DECLARES:

#### 1. WORKING STANDARDS

- To respect the personal dignity, private sphere and personal rights of each individual.
- Not to employ anyone against their will or to force them to work.
- Prohibition of child labour: Not to hire any labourer that cannot prove a minimum age of 15 years. In countries falling under the exception to the ILO convention 138 for developing countries the minimum age may be reduced to 14 years.
- To promote equal opportunities and the equal treatment of its employees, irrespective of skin colour, race, nationality, social origin, any disability, sexual orientation, political or religious beliefs, sex or age.
- Not to tolerate the unacceptable treatment of workers, for example in the form of psychological duress, sexual and personal harassment or discrimination.
- To ensure adequate remuneration and / or to guarantee the statutory national minimum wage.
- To observe the maximum statutorily permissible working hours in the respective state

#### 2. ETHICAL BEHAVIOUR / CORRUPTION

- Hanwha Q CELLS suppliers and sub-suppliers should conduct their activities under consideration of the principles of honesty and fairness.
- Not to tolerate any form of corruption or bribery or to engage in this in any manner to influence decision making processes.

#### 3. ENVIRONMENTAL PROTECTION

- Hanwha Q CELLS suppliers and sub-suppliers should promote the development of environmentally-friendly, energy-saving and recycling technologies, whilst at the same time implementing environmentally-friendly logistical strategies.
- To observe environmental protection with regard to statutory norms and international standards.
- To establish and implement an environmental or energy management system in accordance with ISO 14001/50001 or a system of equal value.

#### 4. HEALTH AND SAFETY

- To assume responsibility for the health and safety of employees.
- To minimise risks and ensure the best possible preventive measures against accidents and occupational illness, as well as training employees continuously in health and safety at work.
- To establish and implement an occupational health and safety management system in accordance with OHSAS 18001 or a system of equal value.

#### 5. DELIVERY CHAIN

- To ensure the observation of the contents of the Code of Conduct at suppliers.
- To observe the principles of non-discrimination in the selection of suppliers and in relations with suppliers.

J. S. Choi.

(COO Jinseog Choi)



(CFO Kye Chun Son)