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Goldwind International Document

Equal Employment Opportunity Policy



RECORD OF CHANGES

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| 1.0 | 2016/09/09 | First release | Zhang Meng | Ling Peitian | Pan Yantian |

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1 Scope and coverage

This policy is applicable to Goldwind workers, defined by local health and safety legislation, operating under the Goldwind Management System.

Goldwind International is committed to providing all workers a safe and supportive work environment, where differences are respected and that discrimination and harassment are an unacceptable form of behavior and will not be tolerated.

All workers have the right to conduct their duties in an environment free from discrimination. They also have a duty of care and a responsibility to ensure they do not discriminate others. In line with this Goldwind International recognises the need to provide every job applicant and employee equal access to opportunities within the company.

2 Policy statement

Mandatory policy requirements are:

The Company will endeavor to ensure that no discrimination on the basis of sex, age, marital status, ethnic origin, color, nationality, disability, physical features, religion, political opinion, pregnancy, industrial activity or other harassment as prohibited by law and in accordance with Goldwind International policies.

To achieve this, Goldwind International will provide an environment:

- In which workers are treated fairly.
- That discourages all discriminatory practices and encourages equal opportunity, openness, support and respect.
- That values diversity and individual differences.
- That is conducive to ensuring workers want to drive for the success of Goldwind International and their own welfare.
- That fully utilises and develops the potential of every worker.
- Ensures all policies and procedures are consistent with Equal Employment Opportunity principles.

Note: Read this policy in conjunction with *Goldwind International Global Equal Employment Opportunity Guideline, and Goldwind International's Global Harassment and Bullying Policy.*

Signature:



Pan Yantian
Goldwind International General Manager

Effective Date: 2016.9.9