



Rongke Power Business Conduct Guidelines



Dalian, May 2024

Dear Colleagues,

At Rongke Power, we are committed to achieving success with integrity and responsibility.

As we navigate the complexities of our global operations, it is essential that our actions reflect our core values and ethical principles. This document outlines our Business Conduct Guidelines, which serve as the foundation for our behavior and decision-making.

These guidelines apply to all employees, managers, and partners associated with Rongke Power.

We believe that by adhering to these principles, we can foster a positive work environment, build trust with our stakeholders, and contribute to the sustainable growth of our company.

Sincerely,

Senior Vice President
Rongke Power

Our Ethical Principles



Integrity and Honesty

What We Do:

- We conduct our business with integrity and honesty.
- We are transparent in our dealings and truthful in our communications.

What We Don't Do:

- We do not engage in deceptive practices, such as falsifying records or making false claims.
- We do not hide or misrepresent information that is crucial for decision-making.



Respect and Fairness

What We Do:

- We respect the personal dignity, privacy, and rights of each individual.
- We promote diversity and inclusion, valuing the unique contributions of each employee.

What We Don't Do:

- We do not tolerate discrimination, harassment, or any form of bullying.
- We do not make employment decisions based on race, gender, religion, age, disability, or any other protected characteristic.



Responsibility and Accountability

What We Do:

- We take responsibility for our actions and their impact on the company and society.
- We comply with all applicable laws and regulations in the countries where we operate.

What We Don't Do:

- We do not ignore legal and regulatory requirements.
- We do not shift blame to others for our own mistakes or misconduct.

What We Do:

- We are committed to sustainable practices that protect the environment and promote social well-being.
- We aim to create long-term value for our customers, employees, and the community.

What We Don't Do:

- We do not engage in activities that cause unnecessary harm to the environment.
- We do not prioritize short-term gains over long-term sustainability.



Our Behavioral Principles

1 Compliance with Laws and Regulations

Adherence to legal and regulatory requirements is fundamental to our operations. We implement company guidelines, processes, and controls to ensure compliance.

2 Protection of Company Assets

Protecting Rongke Power's assets, including physical property, intellectual property, and confidential information, is crucial to our success.

What We Do:

- We comply with the laws and regulations of each country where we operate.
- We ensure that all company policies are followed.

What We Do:

- We safeguard company assets and use them responsibly.
- We maintain confidentiality of sensitive information.

What We Don't Do:

- We do not engage in illegal activities or ignore legal obligations.
- We do not neglect the need to stay updated with changes in laws and regulations.

What We Don't Do:

- We do not misuse company property for personal gain.
- We do not share confidential information without proper authorization.

3 Fair Competition

We engage in fair and honest competition, rejecting all forms of bribery and corruption. Our success is based on the merits of our products and services.

What We Do:

- We compete ethically and lawfully in the marketplace.
- We report any suspected instances of bribery or corruption.

What We Don't Do:

- We do not offer or accept bribes, kickbacks, or any form of improper payments.
- We do not engage in anticompetitive practices such as price-fixing or bid-rigging.

4 Conflict of Interest

Avoiding conflicts of interest is essential to maintaining trust and integrity. We disclose any potential conflicts and seek guidance when necessary.

What We Do:

- We avoid situations where personal interests conflict with the interests of Rongke Power.
- We disclose any potential conflicts to our managers.

What We Don't Do:

- We do not allow personal relationships or financial interests to influence our business decisions.
- We do not engage in outside employment that conflicts with our responsibilities at Rongke Power.



5 Health and Safety

The health, safety, and well-being of our employees are top priorities. We comply with occupational health and safety regulations and promote a safe work environment.

What We Do:

- We compete ethically and lawfully in the marketplace.
- We report any suspected instances of bribery or corruption.

What We Don't Do:

- We do not offer or accept bribes, kickbacks, or any form of improper payments.
- We do not engage in anticompetitive practices such as price-fixing or bid-rigging.

Our Responsibility to Society and the Environment



1 Human Rights

We respect and promote human rights in all our operations. We do not tolerate any form of forced labor, child labor, or discrimination.



What We Do:

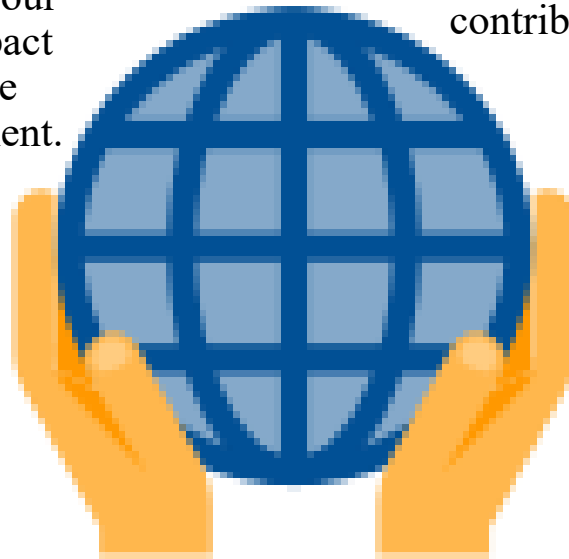
- We uphold the principles of the Universal Declaration of Human Rights.
- We ensure fair treatment of all employees and stakeholders.

What We Don't Do:

- We do not engage in or support activities that violate human rights.
- We do not ignore reports of human rights abuses.

2 Environmental Stewardship

Protecting the environment is a key responsibility. We strive to minimize our environmental impact through responsible resource management.



3 Community Engagement

We are committed to engaging with local communities and supporting initiatives that contribute to their development.

What We Do:

- We implement practices that reduce waste, emissions, and energy consumption.
- We promote recycling and the use of sustainable materials.

What We Do:

- We participate in and support community projects and volunteer activities.
- We build positive relationships with community leaders and organizations.

What We Don't Do:

- We do not engage in activities that cause unnecessary environmental damage.
- We do not ignore environmental

What We Don't Do:

- We do not overlook the needs and concerns of the communities where we operate.
- We do not prioritize business



Reporting Procedures

1 Reporting Misconduct

Employees are encouraged to report any suspected misconduct or violations of these guidelines. Reports can be made to managers, the Compliance Department, or through the Rongke Power hotline.

What We Do:

- We report any behavior that violates our Business Conduct Guidelines.
- We ensure that reports are investigated promptly and fairly.

What We Don't Do:

- We do not ignore misconduct or unethical behavior.
- We do not retaliate against employees who report misconduct in good faith.

2 Non-Retaliation Policy

Rongke Power does not tolerate retaliation against employees who report misconduct in good faith. We ensure that all reports are handled confidentially and appropriately.

What We Do:

- We protect employees who report misconduct from retaliation.
- We maintain confidentiality of all reports.

What We Don't Do:

- We do not allow retaliation against whistleblowers.
- We do not disclose the identity of reporters without their consent.



3 Confidentiality

We handle all reports of misconduct confidentially to protect the identity of the reporter. Appropriate measures are taken to address and rectify any confirmed violations.

What We Do:

- We ensure confidentiality in the reporting process.
- We take action to address confirmed violations.

What We Don't Do:

- We do not disclose confidential information related to reports.
- We do not ignore or cover up reported issues.

These Business Conduct Guidelines are essential to maintaining the trust and integrity that Rongke Power values. Each of us has a role in upholding these principles, ensuring that our actions contribute to the company's success and positive reputation.

Reporting Non-Compliant Behavior

Rongke Power International is committed to fostering a culture of accountability and transparency. To support this, we have established a whistleblower process that allows individuals to report any suspected or actual non-compliant behavior anonymously. This includes concerns related to violations of laws, regulations, company policies, or ethical standards.

How to Report

1. Anonymous Reporting: To ensure confidentiality, you may submit your concerns anonymously through our secure reporting channel. Reports can be made via:

- **Email:** compliance@rkpstorage.com

Confidentiality: All reports will be handled with the utmost discretion. Your identity will remain protected unless disclosure is required by law.

2. Investigation Process: Upon receiving a report, the Compliance Department will:

- Acknowledge receipt within 7 days.
- Conduct a thorough and impartial investigation.
- Provide feedback on the resolution of the case, if permissible.

Retaliation-Free Policy

Rongke Power strictly prohibits retaliation against anyone who reports concerns in good faith. This policy protects employees, contractors, and other stakeholders who raise legitimate concerns.

By working together to uphold these principles, we strengthen Rongke Power's foundation of trust, integrity, and ethical excellence.

Thank you for your commitment to these guidelines and for your dedication to our shared values.

If you have any questions, please do not hesitate to contact us:
compliance@rkpstorage.com

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