

CHINT GROUP CORPORATION

To bring Chint among the worldwide leader of the integrity and compliance

To all employee of CHINT

8 NOV 2019

CHINT is a world renowned smart energy solution provider.

CHINT unswervingly adheres to the culture of people-oriented and value-sharing and the mission of making the electric power safer, more green, more convenient and more efficient.

CHINT regards “customer-focus, innovation, modest in learning, integrity, collaboration, responsibility” as its core values and “creating values for customers, seeking career development for employees and taking on responsibilities for the society” as its business philosophy to build the enterprise image of green energy-saving, sustainable innovation, reliability and comprehensiveness, and win-win cooperation.

In the context of worldwide trend for more transparency in the business, Integrity and Compliance is the cornerstone of enterprise sustainable development and the lifeline of an enterprise.

In order to better protect our values and identity, and to ensure an increasing and sustainable development of our business in harmony with our values the Board of Directors of Chint Group has adopted Chint’s Integrity and Compliance Programme (the “ICP”).

Our ICP is integral part of our business and it is vital for its existence, its success and for our common wellbeing and harmonious human development because the principles of the ICP derive from essential elements of our culture such as honesty, loyalty, integrity, sharing values and reciprocal assistance.

The ICP rules are the rules for everyone in Chint and they have to become intrinsic of the day to day behaviour of all of us.

We, the top management of the Chint, are strongly committed and shall encourage in every way any action of all of us, managers and employees which shall bring **Chint among the worldwide leader of the integrity and compliance.**

We are convinced that working together we will achieve that goal and please be ensured that all managers of Chint are here to give personal example in the common efforts as been irrepochable but also severe when breached are committed.

We will find below an introduction to the ICP but the entire documentation is available on the following supports: Compliance Department Column of the Intranet of Chint.

Very shortly, training shall be organised for all of us, including for the management of Chint, in order to become familiar with the various rules and assimilate them as soon as possible.

Do not hesitate to approach the Compliance Department any time for any question or any doubt you may have. Hotline: 021-67777777-880080, email: compliance@chint.com

Introduction to Chint ICP

Our pillars

To be strong, workable and efficient, our ICP is built on fundamental pillars ensuring its success.

First Pillar - Our rules

Our rules are composed by the Code of Integrity, Compliance and Business Conduct (the “Code”), and the standard operational policies (the “SOP”) and instructions and guidelines adopted at the level of each entity of Chint in application of the Code.

Chint urges and require its managers and employees at all levels, as well as its Business Partners to conduct their activities in compliance with this Code and the SOP and in accordance with the highest legal, ethical and professional standards.

Our rules prohibit any Misconduct, carried out directly or indirectly, including but not limited to, family, relatives, friends, trustees or legal entities. Any omission to combat a Misconduct or a risk of Misconduct is prohibited as well.

Misconducts: any behaviour which is considered to be or to lead to Corrupt practice, Fraudulent practice, Collusive practice, Coercive practice or Obstructive practice

Second Pillar - Our Risk Management and Assessment

The risk management and assessment is the procedure to identify, prioritize, and assign accountability for managing existing or potential threats related inter alia to Misconducts, organized in accordance with the three lines of defence model, consisting of the operational managers, the Compliance Department, the Legal Department and the functional department (such as Human Resources, Finance, Supply Chain, Procurement, Quality and Operations Control etc.), and the internal Audit Department, in order to allow indentifying, assessing, apprehending, mitigating and preventing the risks, including the integrity and compliance risks.

Third Pillar - Our ICP Task Force

Our ICP Task Force regroups the members of the Compliance Department working with the support of the members of the Legal Department, the members of the Board of Supervisors and our ICP Ambassadors in the departments in charge with the Human Resources, Finances, Supply Chain, Procurement, Quality and Operations Control Audit, IT.

The Compliance Department is organised as a department at level of Chint Group Corporation with adequate level of autonomy and resources to act in full independence and is involved in and responsible for all actions for the implementation, the supervision, the assessment and the improvement of our ICP.

Each Compliance Officer is in charge with an entity of Chint group and is the primary contact of employees in the relevant entity.

Our ICP Ambassadors ensure the cooperation of their departments with the Compliance Officers.

The interaction and cooperation between the members of the ICP Task Force, under the leadership of the Compliance Officers is an essential instrument for the implementation, the supervision, the assessment and the improvement of our ICP

Our actions

The efficiency and effectiveness of the ICP are based on specific practical actions.

Our actions to prevent

Unimpeded Accesses to Information through numerous communication channels;

Extensive Training Programs covering all managers, employees and Business Partners;

Accurate and Comprehensive Record Keeping to make informed business decision and develop a strategic plan, to detect, track and monitor any feature which may read to Misconduct;

Incentive Mechanism to develop the culture of report;

Collective Actions to improve business standards of compliance, transparency, and accountability.

Our actions to detect

Duty to Report with unimpeded communication channels. Each of us must be aware that Misconduct or breach of laws as well the failure to report will harm not only Chint but also his / her personal interest. Failing to report is a breach of the essential obligations of the employees and triggers sanctions.

All channels are strictly confidential.

Employees may report on name basis or anonymously. Chint put in place all measure to protect reporting employees against retaliation or reprisal.

Compliance Controls of the Application of the ICP by Compliance Reviews and Compliance Investigations.

Our actions to respond and to remedy

When Misconduct is detected or reported, the Compliance Department shall respond and remedy through disciplinary measures, disclosure measures, improvement of Chint’s ICP and additional training measures.

LET’S WORK ALL TOGETHER TO PROTECT AND ENHANCE OUR BUSINESS

OUR SUCCESS IS DUE TO OUR COMMON EFFORTS