



First Solar Labor and Human Rights Policy

“People Matter” is a core value at First Solar and we are committed to protecting human rights, enforcing fair labor practices and addressing the potential risks of forced labor, child labor, human trafficking and slavery across our supply chain.

First Solar recognizes the principles set forth in the International Labour Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work and is committed to complying with the laws established to protect human rights in each country in which we operate. First Solar’s supplier agreements require compliance with applicable laws.

First Solar supports the Solar Energy Industries Association (SEIA) Solar Industry Commitment to Environmental & Social Responsibility (“Solar Commitment”) as well as the Electronics Industry Citizenship Coalition (“EICC”) Code of Conduct as part of our commitment to continuous progress of environmental and social responsibility in the solar industry.¹

Freely-Chosen Employment

Employment at First Solar is freely chosen. We do not use forced, bonded, indentured labor, involuntary prison labor, or slave labor. First Solar associates may terminate their employment at any time, with or without notice, for any lawful reason or for no reason subject to legal notice requirements that otherwise may be required in the places we do business.

Child Labor Prohibition

Child labor is strictly prohibited and is not to be used under any circumstances. First Solar’s hiring process ensures that all associates meet the minimum age requirement set by local laws.

Humane Treatment

First Solar is committed to providing a safe and engaging work environment that fosters mutual respect, trust, and growth for our associates. We will not tolerate harassment, intimidation, threats, or coercion in the workplace by or against our associates, customers, vendors, suppliers or contractors.

¹ The EICC Code of Conduct and SEIA Commitment are informed by many international instruments including the 1948 Universal Declaration of Human Rights of the United Nations, the Ten Principles of the Global Compact of the United Nations, and certain ILO Conventions.



Working Hours, Wages and Benefits

First Solar compensates associates competitively relative to the local labor market and offers a wide range of comprehensive benefits. Entry-level wages are at or above the minimum wage in all jurisdictions where we operate. First Solar workweeks do not to exceed the maximum set by local law and our associates are allowed at least one day off every seven days. First Solar compensates overtime at pay rates greater than regular hourly rates.

Non-Discrimination

First Solar is an Equal Employment Opportunity (EEO) employer. We hire, pay and promote based on an individual's qualifications, skills, ability to do the required work, merit, and overall potential. We do not discriminate based on sex, race, color, gender, sexual preference, age, religion, national origin, disability (mental and physical), military status, genetic information, gender identity or any other classification protected by applicable federal, state or local law.

Freedom of Association

First Solar recognizes that in the locations where we operate, employees have the right to freely associate or not associate with third-party labor organizations, along with the right to bargain or not bargain collectively in accordance with local laws. First Solar respects those rights and is committed to creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, and work together to address workplace issues.

No Retaliation

First Solar believes that every associate should be free to ask questions, raise concerns, and make complaints about treatment they believe is improper, unfair, unethical, harassing or discriminatory. First Solar strictly prohibits any form of retaliation against an associate merely for expressing a concern or making a complaint within our company, or for bringing a formal claim against First Solar, or communicating with an outside agency. First Solar has established an Ethics Hotline to provide associates an anonymous and confidential solution to communicate serious legal, financial and ethical concerns.