



Powin's Commitment to

ETHICAL SOURCING & SUPPLIER DIVERSITY

At Powin, we understand that ethical sourcing and responsible business practices are critical to the success of your projects and the values of your business. Our commitment to human rights ensures that our supply chain is transparent, accountable, and free from forced labor. Through rigorous audits and strong partnerships, we take concrete steps to ensure every supplier aligns with our standards. Our extensive, diversified, and rigorously vetted supply chain enables us to source from top-tier suppliers, ensuring that we consistently partner with those who maintain the highest ethical standards.



PROACTIVELY ADDRESSING FORCED LABOR

Powin goes beyond compliance to ensure that our supply chain is free from unethical practices such as forced labor, child labor, or other violations of human rights. Our approach includes:



Comprehensive Supplier Due Diligence

All suppliers are carefully vetted to ensure they share Powin's commitment to ethical labor practices. This thorough evaluation process ensures we work only with those who meet our high standards.



Collaboration with U.S. Customs and Border Protection (CBP)

We regularly engage with U.S. CBP officials to align on best practices and continuously improve our approach to ethical sourcing, ensuring compliance with key regulations, such as the Uyghur Forced Labor Prevention Act (UFLPA).



Supplier Collaboration

We work closely with our suppliers to foster open communication about ethical sourcing and labor standards. Together, we address challenges and drive positive change throughout the supply chain.



Training & Awareness

Powin invests in training programs to raise awareness about forced labor among our employees and supply chain partners. Through education, we cultivate a culture of vigilance and accountability.



Regular Audits & Certifications

We conduct regular audits of our suppliers' facilities to verify compliance with Powin's Supplier Code of Conduct, which strictly prohibits forced labor. We encourage suppliers to pursue relevant certifications that demonstrate their commitment to responsible labor practices.



Transparency & Traceability

Our commitment to transparency remains strong, and we continuously strive to trace raw materials as far back as possible. We recognize that full traceability can be complex in certain global supply chains, but we are dedicated to improving our processes and working with suppliers to enhance transparency at every stage.



Continuous Improvement

Our efforts to address forced labor are ongoing. We continuously review and improve our sourcing practices, incorporating feedback from customers, industry best practices, and evolving global standards to maintain integrity across our operations.

Supplier Diversity

DRIVING INNOVATION & RESILIENCE

Diversity and inclusion are central to Powin's values, and we are committed to expanding these principles throughout our value chain. While our focus on diversity continues to grow, we acknowledge that this is an ongoing journey, and we are actively working to build a more inclusive supply chain.



Diverse Perspectives, Creative Solutions

A diverse supply chain brings fresh perspectives and innovative solutions to Powin, ensuring we stay ahead of industry trends and deliver the best results for our customers.



Strengthening Communities

By partnering with diverse suppliers, Powin aims to support economic growth in underrepresented communities, contributing to social responsibility while building a stronger, more resilient supply chain.



Accountability & Supplier Relationships

At Powin, we believe in holding our suppliers accountable to the highest ethical standards. Our approach includes:

Signed Agreements & Legal Compliance: All suppliers must sign agreements committing to compliance with relevant labor laws and regulations, ensuring they meet strict ethical standards.

Auditing & Verification: We conduct rigorous audits, reviewing documentation from purchase orders to payment records to ensure suppliers meet our standards. We acknowledge the complexities in auditing deeper tiers of the supply chain and are continuously working to strengthen our processes.

Action When Issues Arise: In cases of non-compliance or ethical violations, Powin takes immediate action. We stop sourcing from suppliers who do not meet our standards until they correct the issue and demonstrate compliance. We work collaboratively with suppliers where possible to resolve concerns and improve their practices.



Benefits for Our Customers

Building Trust & Confidence

Our commitment to ethical sourcing, human rights, and supplier diversity delivers tangible benefits to our customers:



Trust & Transparency

Powin ensures that our supply chain is transparent and accountable, providing customers with the confidence that our products are ethically sourced and meet the highest standards of responsibility.



Reputation for Ethical Business Practices

Aligning with Powin means your business benefits from a trusted partnership with a company known for its ethical practices. Our commitment to human rights and supplier diversity strengthens your brand's reputation as a responsible, forward-thinking leader.



Innovation through Diversity

A diverse supplier base offers unique ideas and innovative solutions, helping Powin and our customers remain agile and competitive in an evolving industry.

Collaborating for a Responsible Future

Powin's commitment to ethical sourcing, human rights, and supplier diversity is part of our vision for a responsible, inclusive, and sustainable future. We continue to improve our practices, strengthen our partnerships, and prioritize transparency in every step of our supply chain.

Let's Build a Better Tomorrow Together

We invite you to join us in creating a supply chain that prioritizes integrity, inclusivity, and responsible business practices. For more information on Powin's ethical sourcing and supplier diversity initiatives, visit powin.com/suppliers

