

The Solenergy logo features the word "solenergy" in a lowercase, teal-colored sans-serif font. The letter "o" is replaced by a circular icon composed of numerous small, teal-colored dots arranged in a spiral pattern, resembling a sun or a globe. The background of the entire page is a light blue gradient with several large, overlapping, semi-transparent teal circles and thin, curved orange lines.

MODERN SLAVERY STATEMENT

About this Statement

This policy applies to all employees, contractors, suppliers and business partners associated with Sol Energy and covers all business activities within Australia.

Sol Energy, acknowledge the Commonwealth Government's Modern Slavery Act 2018 came into force on 1st January 2019.

The Act requires companies based, or operating, in Australia with an annual revenue of more than \$100 million to report annually on the risks of modern slavery within the business and actions to address those risks.

Whilst the Act does not apply to Sol Energy's operations, we are committed to the principles behind the Act.

Policy Statement

Sol Energy is dedicated to preventing and eradicating modern slavery in all its forms. We strive to uphold the principles of fairness, equality, and human dignity throughout our operations. We will not engage in or support any practices that involve modern slavery, and we expect the same commitment from all employees, contractors, suppliers, and business partners associated with our business.

Our efforts aim to:

- Comply with all relevant laws and regulations related to modern slavery and human trafficking, including the Modern Slavery Act 2018.
- Act ethically and responsibly in all aspects of our business to eliminate any form of modern slavery in our operations and supply chains.
- Continuously assess and address potential risks related to modern slavery, both within Sol Energy and throughout our supply chains.
- Engage and collaborate with stakeholders, including suppliers, customers, employees, and the public, to promote transparency and encourage their participation in our efforts to combat modern slavery.
- Provide adequate training and awareness programs to employees, ensuring they understand the risks of modern slavery and their role in preventing and reporting such activities.
- Regularly review and update this policy to reflect evolving best practices and legal requirements.

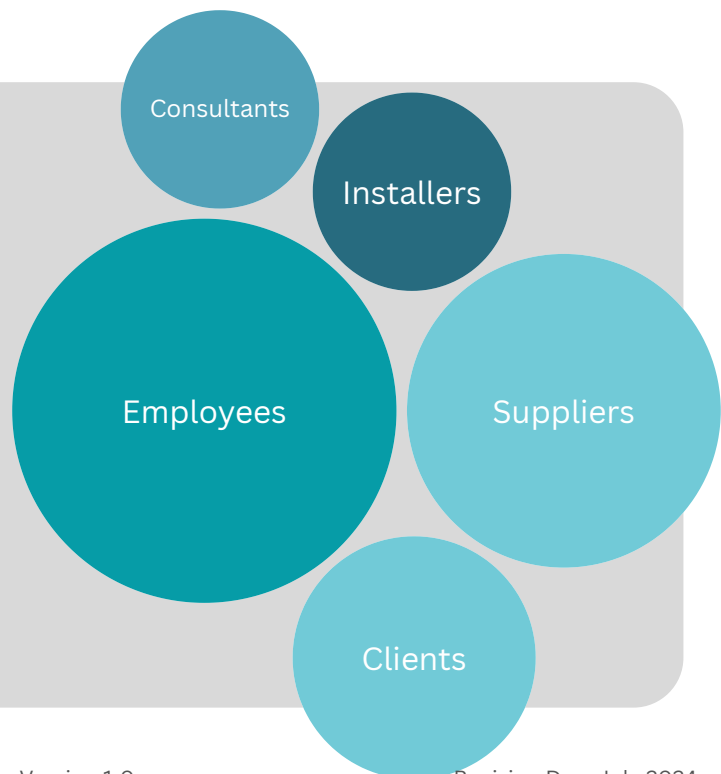
Legal Compliance

People are Sol Energy’s most important asset. All our workers are employed under the applicable Modern Award, National Employment Standards, and Fair Work Act. All workers have the right to work in Australia and we pay our workers above Award rates. Through our robust human resources systems, Sol Energy ensures our workers receive the 11 entitlements outlined in the National Employment Standards.

We can unequivocally state that our operations are not / do not:

- Criminal activities
- Involve people trafficking, especially women and children
- Involve any form of child labour
- Involve slavery or slavery-like practices

While Sol Energy believes Modern Slavery risks are low within our operations and supply chain, we continually assess our suppliers, subcontractors, and clients to ensure we are working with others who have the same commitment towards human rights as we do.



Objectives



The primary objectives of our Modern Slavery Awareness Policy are:

- To educate all individuals associated with Sol Energy about the various forms of modern slavery, including forced labour, human trafficking, child labour, and debt bondage.
- To raise awareness of the indicators and red flags that may suggest the presence of modern slavery within our operations or supply chains.
- To empower our employees, contractors, and suppliers to identify and report suspected cases of modern slavery confidently.
- To promote ethical sourcing practices and encourage our suppliers to adopt anti-slavery measures.

Governance and Responsibility

The responsibility for implementing and overseeing this policy rests with Finance and Operations Manager.

They are accountable for:

- Ensuring that this policy is effectively communicated throughout Sol Energy.
- Establishing appropriate mechanisms to identify, assess, and address modern slavery risks in our operations and supply chains.
- Working collaboratively with relevant stakeholders to develop and implement action plans to address identified risks.
- Monitoring and evaluating the effectiveness of our measures to combat modern slavery and making necessary improvements.

Transparency and Reporting

Sol Energy is committed to transparency in its efforts to combat modern slavery. We will:

- Undertake internal and external communication initiatives to promote transparency and share progress in addressing modern slavery.

Supply Chain Management

Sol Energy recognises that modern slavery risks may extend to our supply chains. Therefore, we will take the following steps to address and mitigate these risks:



Conduct risk assessments to identify areas of potential exposure to modern slavery within our supply chains.



Prioritise suppliers based on the assessed risks and engage with them to promote awareness and adherence to our policy.



Encourage suppliers to develop and implement their own Modern Slavery Policies and provide support to improve their practices if needed.



Consider modern slavery risks as a factor in supplier selection and contract renewal processes.

Training and Awareness

To achieve the objectives outlined above, we will implement the following measures:

- Conduct regular awareness training sessions for all employees and relevant stakeholders, covering topics such as the definition of modern slavery, its forms, and its prevalence in various industries.
- Provide specific training to individuals responsible for procurement and supplier management to help them understand the risks associated with modern slavery in supply chains.
- Collaborate with external experts and organisations specialising in modern slavery to enhance the effectiveness of our awareness programs.

Monitoring and Review

This policy will be reviewed regularly to ensure it remains effective and aligned with best practices and legal requirements. Additionally, Sol Energy will monitor the implementation of this policy and evaluate its effectiveness in addressing modern slavery risks.

Breach of Policy

Deliberate or disregard for this policy may lead to disciplinary action up to and including termination.