

STATEMENT ON MODERN SLAVERY AND HUMAN TRAFFICKING

The Schletter Group ("Schletter") is committed to the abolition of forced labor, slavery, and human trafficking. This statement describes what steps Schletter Group will take during the financial year 2023 to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its business.¹

1. REPORTING ENTITY

This statement relates to Schletter Group (Referred to as "**Schletter**").

2. BUSINESS OVERVIEW

Durability, flexibility, resilience, and first-class quality in metal processing -these are the demands we place on our products and systems. From our beginnings as a family artisanal business in the 1960s through decades of further development, we are now one of the leading manufacturers of solar mounting systems as a globally active group of companies with around 500 employees and a global network of sales and service companies. We have over 37 suppliers around the world.

The organizational management of the Schletter Group is subject to the highest ethical and legal standards. Corporate governance and compliance are not only a legal obligation but are also a self-evident prerequisite for sustainable economic activity.

3. SCHLETTER POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

We respect internationally recognized human rights and support their observance. We strictly reject any form of forced and child labor. We recognize the right of all employees to form trade unions and employee representatives on a democratic basis within the framework of domestic regulation. The right to equitable remuneration shall be granted to all employees. The remuneration and other benefits shall at least correspond to the respective national and local legal standards or to the level of the national economic sectors/sectors and regions.

As set out in Schletter's Global Code of Conduct and Code of Conduct for Suppliers (referred to as "**Schletter Policies**"), Schletter has made the decision to protect and promote human rights and people's well-being and to comply with all Anti-Slavery regulations.

4. SCHLETTER'S SUPPLY CHAIN

Both new and existing suppliers are selected and evaluated beyond economic criteria. Schletter looks closely at environmental protection, compliance with human rights, labor and social standards and anti-corruption policies. Schletter's requirements are defined in the Supplier Code of Conduct.

To provide our products and services, we procure a range of raw materials such as aluminum, steel,

¹ This statement is made in accordance with Section 54 of the UK Modern Slavery Act of 2015 and other applicable laws.

plastic components, and associated hardware from suppliers in Europe (Germany, the Netherlands, Türkiye or Bulgaria), Australia and China, who may enter sub-contracts with their suppliers.

To ensure the fulfillment of the requirements, we have the following measures in place:

- Identification of Laws and Regulations with the help of our Compliance Management System.
- All existing suppliers and their sub-supplier are committed to comply with our Code of Conduct for Suppliers.
- We will have Employee Complaint Channels Policy and an independent system in place to encourage the reporting of concerns and the protection of whistleblowers in 2023.
- Our Managing Directors are responsible for overseeing the implementation of Schletter Policies and the annual preparation of our slavery and human trafficking statement.
- If suppliers have any concerns about illegal or improper conduct, they may contact the Schletter Compliance Office.

5. TRAININGS

We offer comprehensive training for our employees to improve the awareness of the risks of modern slavery and human trafficking in our supply chains and our business.

6. CONCLUSION

We will continuously work to further develop and strengthen our efforts to respect and promote all proclaimed human rights including the right not to be subjected to forced labor, slavery, or human trafficking. Violations will be dealt with appropriately in accordance with our Compliance Policies.

This statement was approved by the Management Board of Schletter Solar GmbH on 03 February 2023.



Johannes Schmitz
Managing Director Schletter UK