



Modern Slavery Policy

1. Introduction

Solar Dynamics is committed to preventing and combating modern slavery and human trafficking in all aspects of our business and supply chain. This Modern Slavery Policy outlines our commitment to upholding human rights, ethical labour practices, and responsible sourcing throughout our operations. We recognise the importance of addressing modern slavery as a global challenge and are dedicated to taking proactive measures to eradicate it from our business and supply chain.

2. Policy Statement

Solar Dynamics condemns all forms of modern slavery, including forced labour, bonded labour, child labour, and human trafficking. We uphold the principles of freedom, dignity, and equality for all individuals, and we are committed to ensuring that our business practices do not contribute to or support modern slavery in any way. We expect our employees, suppliers, contractors, and business partners to share our commitment and adhere to the highest standards of ethical conduct and human rights.

3. Responsibilities

The following responsibilities are integral to our efforts to combat modern slavery:

- Senior Management: Senior management is responsible for providing leadership and resources to support the implementation of this policy and ensuring that modern slavery risks are effectively managed throughout the organisation.
- Employees: All employees are expected to familiarise themselves with this policy, report any concerns or suspicions of modern slavery promptly, and cooperate with internal investigations and remedial actions.
- Suppliers and Contractors: We expect our suppliers and contractors to adhere to our Supplier Code of Conduct, which prohibits modern slavery and requires compliance with applicable laws and regulations related to labour and human rights. Suppliers and contractors must also provide transparency and accountability in their own supply chains.

4. Risk Assessment and Due Diligence

Solar Dynamics will conduct risk assessments to identify and assess potential risks of modern slavery in our operations and supply chain. This includes evaluating the geographic locations of our suppliers, the nature of their business activities, and the labour practices prevalent in their respective industries. We will also conduct due diligence on new and existing suppliers to ensure compliance with our standards and identify any red flags or areas for improvement.

5. Training and Awareness

We will provide training and awareness programs to our employees, suppliers, and contractors to increase understanding of modern slavery risks and prevention measures. Training will cover topics such as identifying signs of modern slavery, reporting procedures, and the importance of ethical sourcing and labour practices. We will also raise awareness among our stakeholders, customers, and the wider community about our commitment to combatting modern slavery.

6. Reporting and Accountability

Solar Dynamics encourages open communication and reporting of any concerns or suspicions of modern slavery. We have established channels for employees, suppliers, and other stakeholders to report such concerns confidentially and without fear of retaliation. Reports will be promptly investigated, and appropriate remedial actions will be taken if modern slavery is identified. We will also regularly monitor and evaluate our efforts to combat modern slavery and hold ourselves and our partners accountable for upholding our commitments.

7. Continuous Improvement

We are committed to continuous improvement in our efforts to combat modern slavery. This includes reviewing and updating this policy as needed to reflect changes in laws, regulations, and best practices, as well as assessing the effectiveness of our actions and implementing improvements where necessary. We will also engage with stakeholders, industry peers, and experts to share knowledge and collaborate on collective solutions to address modern slavery effectively.

By adopting this Modern Slavery Policy, Solar Dynamics reaffirms our commitment to respecting and upholding the rights and dignity of all individuals and taking concrete actions to prevent and eradicate modern slavery from our business and supply chain.

Mike Murphy & Simon Beal - Directors

7th October 2022