



ANTI SLAVERY POLICY
SLAVERY & HUMAN TRAFFICKING TRANSPARENCY STATEMENT

Solar Gates UK Limited acknowledges its responsibilities under the Modern Slavery Act 2015, making a voluntary commitment to ensure acts of slavery, human trafficking, child and sexual exploitation do not occur across its operating businesses and those within its suppliers of goods and services.

Policies & procedures relating to the prevention of Modern Slavery and Human Trafficking.

As part of the Group's due diligence processes to avoid slavery and human trafficking, a number of policies and procedures have been reviewed and implemented. These include, but not limited to:

a). Ethical Recruitment

Ensure 'right to work' checks are completed for legal compliance.

This requires full ID checks to take place including passports and where relevant work permits.

All potential providers of agency workers are required to complete and sign a declaration confirming that they are fully compliant with the requirement of UK Immigration legislation and the Modern Slavery Act.

b). Whistle Blowing

The Company at all times conducts its business with the highest standards of integrity and honesty. It expects all colleagues to maintain the same standards in everything they do. Colleagues are therefore encouraged to report any wrongdoing by the Company or its colleagues that falls short of these business principles and to support this has introduced a totally confidential and independent whistleblowing call service, available to all colleagues.

c). Management of suppliers to prevent Modern Slavery within the Supply Chain.

All potential suppliers must complete a 'New Supplier Questionnaire' as part of the process to seek approval to supply the Group. This includes the requirement to confirm their compliance with the Modern Slavery Act.

Jan 2021

Managing Director: Neil Sampson