



# Modern Slavery Policy

## Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

Viridian Solar Ltd does not fall under the reporting requirements of the Modern Slavery Act 2015 but takes its responsibilities as a corporate citizen seriously.

## Organisational structure

We are a provider of solar roofing systems with a wholly-owned subsidiary company in the Netherlands (Viridian Solar BV)

## Our supply chains

The supply chain for our products comprises businesses in the Far East that manufacture solar PV modules and roofing kits to our specification and design.

We also purchase business services and freight forwarding in the UK and European Union.

## Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in business or our supply chains.

- P010 – Purchasing Activities and the Selection of Suppliers
- P044 – Business Context and Risk Management
- F089 – Employee Handbook
- F007 – Induction Training Record

## Supplier adherence

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.

We regularly audit our suppliers in the Far East and representatives from the company will visit the locations at least two times each year. In addition to quality and commercial discussions, assessment of the working conditions and the risk of modern slavery or human trafficking is considered as part of this audit.

Stuart Elmes, CEO  
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