

Statement of Commitment

Evergen Systems trading as “Evergen Solar” is committed to upholding the highest ethical standards throughout our solar energy production in accordance with UK legislation. We have zero tolerance for slavery, servitude, forced or compulsory labour, and human trafficking (collectively referred to as "modern slavery") within our operations and supply chain. This policy outlines our ongoing efforts to ensure the ethical sourcing and production of solar products.

Scope

This policy applies to all employees, directors, officers, agents, contractors, and suppliers of Evergen Systems trading as “Evergen Solar”. We expect all stakeholders to act with integrity and report any suspected instances of modern slavery, particularly concerning:

- Polysilicon production, a key material in solar panels.
- Mining of minerals used in solar panel components and battery storage.

Risk Assessment and Due Diligence

We are committed to identifying and mitigating the risk of modern slavery in our supply chains, with a particular focus on high-risk regions as identified by the UK government. Our efforts include:

- Conducting thorough risk assessments of all suppliers, especially those located in areas with weak labour protections.
- Utilizing independent audits to verify supplier compliance with our anti-slavery code of conduct, aligned with the Modern Slavery Act 2015.
- Prioritising partnerships with suppliers who demonstrate a commitment to ethical sourcing and responsible labour practices, as outlined in the UK National Action Plan on Business and Human Rights.

Responsible Sourcing Practices

We will actively seek out and partner with suppliers who share our commitment to ethical sourcing, aligned with the OECD Due Diligence Guidance for Responsible Supply Chains in the Extractive Sector.

We will prioritise transparency in our supply chain, tracing materials back to their origin to ensure responsible production practices in accordance with the Transparency in Supply Chains (Provisions) Regulations 2011.

We will **not** knowingly source materials from companies implicated in modern slavery.

Training and Awareness

We will provide comprehensive training to our employees on modern slavery in the solar industry, including:

- Recognizing red flags that may indicate forced labour practices in the supply chain.
- Understanding our responsible sourcing policies and procedures aligned with UK legislation.
- Reporting suspected instances of modern slavery through designated channels.

Reporting and Remediation

Evergen Systems trading as “Evergen Solar” has established procedures for reporting suspected modern slavery. We encourage all stakeholders to report any concerns. All reports will be investigated thoroughly and confidentially. We will take appropriate action to address any identified instances, including:

- Ending relationships with non-compliant suppliers.
- Working collaboratively with identified victims and relevant authorities in the UK, such as the Gangmasters and Labour Abuse Authority (GLAA), to provide support and seek remediation.

Transparency and Accountability

We will publicly disclose our anti-slavery efforts on our website.

We will periodically review this policy and report on our progress in eradicating modern slavery from our supply chain, as mandated by the Modern Slavery Act 2015.

We will hold ourselves accountable for upholding ethical standards throughout our operations in accordance with UK legislation.

Grievance Mechanism

We encourage all employees and stakeholders to report any concerns about modern slavery violations. Reports can be made anonymously through [designated reporting channels, e.g., hotline, email address]. We will not tolerate retaliation against individuals who report concerns in good faith.

Continuous Improvement

We are committed to continually improving our anti-slavery and human trafficking practices. We will stay informed of emerging best practices in the solar industry and adapt our approach accordingly.

Governing Law

This policy is governed by the laws of the United Kingdom.

Contact

For any questions or concerns regarding this policy, please contact Mark Woods, Chief Operating Officer – customercare@evergensolar.co.uk