

## **Modern Slavery Act Statement**

REC Group is committed to maintaining and continuously improving systems and processes to avoid human rights violations related to our operations, our supply chain, and our products.

### **OUR BUSINESS**

Founded in 1996, REC Group is a leading European solar panel brand dedicated to empowering consumers with clean, affordable solar power. As Solar's Most Trusted, REC is committed to high quality, innovation, and a low carbon footprint in the solar materials and solar panels it manufactures. Headquartered in Norway with operational headquarters in Singapore, REC also has regional hubs in North America, Europe, and Asia-Pacific.

### **OUR POLICIES**

REC abstains from any business activities that might compromise human rights, child labour, prison labour and forced labour. We manufacture our products mainly in Singapore and also in Norway. Both countries have demanding human rights laws, which REC strictly follows.

In keeping with our commitment to act with integrity in all our business dealings, many of our existing policies are relevant in ensuring that there is no forced labour, slavery, child labour, sex trafficking, workplace abuse or human trafficking in any part our business or supply chains.

These relevant policies include:

- Code of Conduct
- Anti-corruption Policy
- Sustainability Policy
- HSE management
- Whistle-blower Procedure

### **SUPPLIER ADHERENCE TO OUR VALUES**

We have a zero-tolerance policy towards human rights violations and expect all those in our supply chain comply with our values. We undertake regular supplier audits and our contractual agreements permit the termination of suppliers for human rights violations.

### **TRAINING**

To ensure a high level of understanding of the risks of human rights violations in our business and our supply chains, we provide training to relevant members of staff.

## **EFFECTIVENESS AND PERFORMANCE REVIEW**

REC does not have key performance indicators specific to human rights violations as any instance would be expected to be non-compliance and breach of our Code of Conduct, wider group policies, and/or supplier standards.

We will not support or engage suppliers where it is aware of human rights violations in such suppliers' business or supply chains, or where a supplier has failed to give REC the requisite assurances.

Our suppliers are required to certify and confirm on human rights compliance as part of our supplier due diligence documentation. In regular supplier audits on CSR, HSE, Human Rights and Labor Practices, we are monitoring and reporting on the results to the Senior Management Team at REC.

We will continue to update our policies and procedures as required to ensure we maintain appropriate safeguards against any mistreatment of persons involved in our business and our supply chain.



Jan Enno Bicker  
Chief Executive Officer  
1<sup>st</sup> of February 2023