

THE PERLIGHT SOLAR CO., LTD.

SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE 2019/20 FINANCIAL YEAR

INTRODUCTION FROM MANDY LI, COMPANY CHIEF EXECUTIVE

Perlight Solar Co., Ltd. (Perlight Solar) is committed to ensuring that all of its business dealings are carried out in full compliance with relevant laws and, in doing so, we endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited both within Perlight Solar and its supply chains. Perlight Solar are committed to improving our practices to combat slavery and human trafficking and we have taken significant steps during the 2019/20 Financial Year to promote and improve our ongoing commitment to eliminating abuse and exploitation in the workplace as detailed in this Statement.

A) ORGANISATION'S STRUCTURE

Perlight Solar Co., Ltd are manufacturers of photovoltaic solar modules (PV Modules). Perlight Solar Co., Ltd has its registered office in Wenling, Zhejiang province, China. We also operate offices in Shanghai and Wuxi, China and have approximately 450 employees. This Statement applies to all office and manufacturing facilities, compliance has been endorsed by the Board of Directors.

All the steps taken in this Statement are taken by Perlight Solar Co., Ltd. The Statement will be endorsed, approved and adopted at each site operated by Perlight Solar.

B) OUR BUSINESS

Perlight Solar Co., Ltd.'s business is organised across multiple sites. The company operates a devolved management structure, however manufacturing and procurement is one of the support functions which is, primarily, provided centrally at our Wenling manufacturing facility and head office, affording the company centre significant control over the supply chains.

C) OUR SUPPLY CHAINS

Our supply chains include manufacturing, primarily of solar ingot, cells, ribbon, glass, extruded aluminium, junction boxes and other parts associated with PV modules as well as uniforms, services (such as cleaning of stations, vehicles and depots) and outsourced IT hardware and software services. As procurement is a centralised function the company can implement the due diligence and contractual processes referred to below to give effect to Perlight Solar's anti-slavery and trafficking policy.

D) OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to preventing acts of modern slavery or human trafficking in our supply chains and/or in any part of our business. Our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective due diligence and contractual compliance to prevent slavery and human trafficking in our supply chain.

E) DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Perlight Solar continues to monitor those areas of the business and or supply chain which we believe carry the highest susceptibility to the risk of employing slave or trafficked labour. These remain: all manufacturing processes or other processes where low skilled labour is required or managed e.g. cleaning / security / gate line colleagues.

F) SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. Part of our commitment to prevent modern slavery and human trafficking from occurring within our business or our supply chain, is to take steps to make sure that we include contractual terms with any suppliers which reference their obligation to abide with our antislavery and trafficking policy or their own equivalent. This provides us with a way to enforce requirements or cease doing businesses with organisations who are not complying.

We have been assessed as reaching the SA8000 Certification Standard and are committed to continue to reach this standard. The assessment regime includes an audit process which takes into account a wide-ranging view of our approach to supplier management including how we manage sustainability and one of the performance indicators is our suppliers' compliance with Modern Slavery standards. We include a question relating to compliance with Modern Slavery standards as part of our pre-qualification questionnaire for all new suppliers which is monitored as part of our sustainability KPIs.

G) TRAINING

The training provided to staff covers ARF, risks of slavery and human trafficking occurring and how to be alert to its existence. All Perlight Solar colleagues continue to have access to a whistleblowing process which will allow them to report any concerns that they may have in a confidential and secure manner.

H) REPORTING ON FINANCIAL YEAR 2020/21

- 1) Annex 1 sets out the results of the initiatives that were launched in Perlight Solar's 2019/20 Modern Slavery Statement.

- 2) Annex 2 sets out Plans for Financial Year 2020/21

This statement constitutes our Company's slavery and human trafficking statement for the financial year ended 30 June 2020.




Chief Executive

Perlight Solar Co., Limited

Date: 10 August 2020

PERLIGHT SOLAR CO., LTD
浙江宝利特新能源股份有限公司

The Board of Perlight Solar Co., Limited, have endorsed, approved and adopted this Modern Slavery Statement for and on behalf of Perlight Solar Co., Limited.



Managing Director

Perlight Solar Co., Limited

Date: 12 September 2020

PERLIGHT SOLAR CO., LTD
浙江宝利特新能源股份有限公司

ANNEX 1: 2019/20 STATEMENT REPORTING

Due Diligence

The procurement process was updated to include a checklist for anti-slavery terms for new suppliers and we rolled out a process to vary existing contracts, so that anti-slavery terms were incorporated. We continue to monitor that suppliers are required to indicate their compliance with the Act as part of the pre-qualifying process of all tenders.

Training and awareness

We completed delivery of training during this financial year to key members of staff, for example those active in procurement or managing at risk contracts, directors and HR managers. The training covered ARF, risks of slavery and human trafficking occurring and how to be alert to its existence. Biennial and new starter training forms part of the mandatory compliance programme for selected staff. We provided an awareness campaign for a wider group of staff, so that spotting a slavery or trafficking issue, knowing what it is and why it is wrong, different types of slavery and trafficking and how to report a concern were more widely known.

ANNEX 2: 2020-21 PLANS

Due Diligence

We will continue to include terms and conditions in our contracts with suppliers and pre-qualifying questions for tenders, which require compliance with Modern Slavery standards. Compliance will continue to form part of our SA8000 Certification accreditation and additionally, we will be independently assessed.

Training and awareness

We continue to provide modern slavery training to selected members of staff as part of our compliance training programme for colleagues. We are introducing annual awareness campaign.