

# Modern Slavery Statement

## For

## Solar Site Systems Ltd

**It is the policy of the Company to establish, maintain and improve an effective Modern Slavery Policy.**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that this company has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. This company has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Modern slavery objectives are regularly established, published, monitored and reviewed.

The Directors and staff are fully committed to the maintenance, review and improvement of the Company's Modern Slavery Policy.

**The person with overall responsibility for implementing this Policy is: David Heron - Director**

Signed:



Date: April 2025

**Completed by:** Temple Safety Ltd

**Date Completed:** April 2025

**Review Date:** April 2026