

POLICY OF "SOLAR Steelconstruction" LLC in the field of social responsibility

SOLAR Steelconstruction LLC is one of the largest companies in Ukraine in the field of solar energy. The company's activities are focused on the high-tech production of fasteners for solar power plants, construction and operation of solar power plants, as well as the implementation of the full scope of design and installation works.

SOLAR Steelconstruction LLC considers it important to contribute to the sustainable development of society, and as part of its corporate social responsibility program, the company implements projects related to social responsibility.

We strive to comply with the requirements of SA8000:2014 to give our employees and other stakeholders confidence that the Company has an effective social responsibility system in place, which covers ***the provision of services for the design, manufacture and installation of solar power plants.***

Our responsibilities

Human rights

Human rights are the fundamental rights and freedoms belonging to any person in the world, such as dignity, equality and respect. We are committed to respecting and protecting human rights. The company operates in accordance with the principles of the Universal Declaration of Human Rights, International Labor Organization Conventions (Conventions No. 29, 87, 98, 102, 135, 138, 146, 182, 183), the International Covenant on Civil and Political Rights, the UN Convention on the Rights of the Child, the UN Global Compact 1999.

To implement the above, the Company:

➤ The organization of the work process at the enterprise and the regulation of labor relations are based on the following principles: Freedom of assembly and collective discussions. The company respects the right of the personnel to choose their own representatives. The company guarantees to ensure that discussions are held with a representative voluntarily chosen by the staff. Proper working conditions and remuneration. The Company undertakes to create safe and comfortable working conditions for its employees. Each employee is guaranteed protection from external and internal factors that may arise in the course of their employment and that may harm their health or property. Prohibition of forced and child labor (minors).

➤ The Company guarantees that the legal rights of its personnel will not be violated in any way. The Company shall continuously analyze the risks that may lead to violation of personnel rights and do everything possible to prevent them. The Company shall continuously monitor compliance with the principles set forth in this policy.

Anti-discrimination policy

The Company treats its personnel with respect and provides them with equal opportunities for professional development, realization of labor rights, development of professional and creative potential. Any distinction, inadmissibility or preference made on the basis of race, skin color, political, religious and other beliefs, sex, gender identity, sexual orientation, ethnic, social and foreign origin, age, health status, disability, suspicion or presence of HIV/AIDS, marital and property status, family responsibilities is unacceptable on the part of the enterprise, place of residence, membership in a trade union or other association of citizens, participation in a strike, applying or intending to apply to a court or other authorities for the protection of their rights or supporting other employees in protecting their rights, on language or other grounds not related to the nature of work or conditions of its performance, and leading to the destruction or violation of equality of opportunity or biased treatment in the field of labor. The company operates in accordance with the conventions of the International Labor Organization (Conventions No. 100, 111, 131, 159, 169), the International Labor Organization Code of Practice on HIV/AIDS and the World of Work, the UN Convention on the Elimination of All Forms of Discrimination against Women, the UN Convention on the Elimination of All Forms of Racial Discrimination,

To implement the above, the Company:

- introduces and develops systems of training, staff motivation, assessment of their potential, realizes all opportunities for advanced training, professional growth, and effective work;
- ensures equal rights for all employees of the company and candidates for vacant positions during employment;
- prohibits discrimination against any personnel of the enterprise, including mobbing;

Anti-corruption policy

The Company proclaims zero tolerance and absolute inadmissibility of any form of corruption. The Company does not resort to corruption in order to obtain any benefits in its field of activity from governmental and international organizations, does not make illegal payments for assistance or simplification of formalities in connection with business activities, in particular to ensure faster resolution of certain issues, and acts in strict compliance with anti-corruption legislation.

To implement this policy, the company:

- complies with anti-corruption and anti-money laundering legislation in all countries where it operates;



- cooperates with organizations and partners that comply with the requirements of anti-corruption legislation;
- controls financial and accounting reporting.

The Company shall not carry out any activities related to legalization (laundering) of the proceeds of crime. The Company shall not enter into any transactions in respect of which there are doubts as to the origin and purpose of the funds to be received or paid.

In its activities, the Company shall adhere to the regime of economic sanctions against any states imposed by the Government of Ukraine, as well as sanctions of the United States, the United Nations, the EU, which prohibit conducting business with legal entities or individuals related to these states or to terrorist activities and other illegal activities.

Data protection

The Company is responsible for the protection of information in compliance with the requirements of Ukrainian legislation (the Law of Ukraine "On Information", the Law of Ukraine "On Personal Data Protection") and the GDPR regulations.

To implement this policy, the company:

- adheres to the rules of confidentiality regarding information received from third parties (partners, contractors, etc.);
- does not allow the dissemination of false information, distortion of facts that may harm it and its partners;
- protects its own information;
- keeps personal data of employees confidential; collection and processing of personal and medical data is carried out in compliance with the requirements of Ukrainian legislation and the requirements of the GDPR.

The objectives will be achieved by:

- Implementation, maintenance and continuous improvement of the Social Responsibility System in accordance with the requirements of the international standard SA8000:2014;
- Constantly informing the Company's personnel and external stakeholders about the functioning of the Social Responsibility System;
- Continuous compliance with the existing UN international principles on business and human rights, the Code of Practice and the International Labor Organization Conventions, as well as analysis of changes to them;

Statement of policy on compliance with SA8000:2014

The Executive Management of SOLAR Steelconstruction LLC declares that it is aware of its responsibility for compliance with the requirements of SA8000:2014 and compliance with the international instruments specified in Section 2 "Normative elements of their interpretation", as well as applicable national laws and other applicable requirements.

The Executive Management undertakes to ensure the implementation of all measures aimed at implementing the Social Responsibility Policy, as well as to continuously improve the social responsibility system at the Company.

CEO of
"SOLAR Steelconstruction" LLC
January «2nd» 2024

Yevhen YAREMENKO

