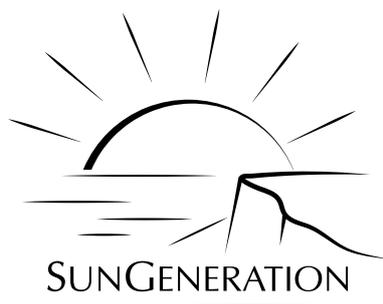




Sun Generation (UK) Limited Slavery and Human Trafficking Statement 2022



Purpose

Slavery is not an issue confined to history. There are more people being held under involuntary conditions and forced to work against their will in 2022, than there ever was when the slave trade was legal.

Modern slavery involves depriving a person of their freedom and exploiting them for personal or commercial gain or in another criminal way. Victims are often forced, or deceived, into a life of physical or mental abuse and enslavement.

The Modern Slavery Act 2015 UK creates new offences in respect of slavery and human trafficking that attracts harsh penalties for companies and individuals acting against these laws.

This Legislation is aimed at increasing transparency in the supply chains of businesses which operate in, or trade with, the UK. This piece of legislation applies to everyone working in Sun Generation (UK) Limited in the UK and abroad.

The intention behind this law is to encourage businesses to be open and transparent about what they have done and take further steps to try and eradicate instances of modern slavery around the world.



Our commitment to the principles of the Modern Slavery Act 2015

Modern Slavery Statement that is published is our commitment to eradicating slavery from our company and supply chains.

Sun Generation (UK) Limited has always maintained a working environment which upholds each individual to their highest potential. We foster working relationships based on dignity and respect and pursue our business with the aim of enriching the standard of living for all connected to our brands.

Our Supply Chain and Business Relationships

In particular, Sun Generation (UK) Limited continues to improve its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, in accordance to Section 54 of the Modern Slavery Act (UK) 2015. Sun Generation (UK) Limited will not knowingly support or do business with any person or organisation involved in slavery or human trafficking.

In order to act ethically and with integrity in all our business relationships, Sun Generation (UK) Limited has taken the preventative steps to put Social Responsibility Standards in place.



Our policies in relation to the Modern Slavery Act 2015

Sun Generation (UK) Limited's Social Responsibility Standards, which include provisions against modern slavery and human trafficking, child labour, forced and compulsory labour and forms the basis of every contract of employment we have in place.

The term 'modern slavery' is used to denote situations where one person deprives another person of their liberty to exploit them for personal gain and include:

- **Modern Slavery and Human Trafficking**

The Company is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships;

- **Forced Labour**

Any work or services which people are forced to do against their will under the threat of some form of punishment. Almost all slavery practices, including trafficking in people and bonded labour, contain some element of forced labour.

Discriminative practices and behaviour will not be tolerated.

If an employee is found to be treating another person with disrespect or harassing them on discriminative grounds, they will face automatic dismissal from employment;



• Child Labour

Under the age of 18, there is no requirement to prove coercive means. Sun Generation (UK) Limited considers the minimum age for work to be 16 years old. No one younger than 16 years old should be working for our company or in our supply chain;

• Sustainable and Responsible Operating

For Sun Generation (UK) Limited, sustainability means meeting our own needs without compromising the ability of future generations to meet their needs;

• Sustainable Procurement Policy

We look to see where we can reuse, recycle and where we can save energy.

Our aim is towards zero waste and we ask all our employees to help us take steps towards that;

• Charity

Sustainability is not only an environmental dimension but also a social and economic one.

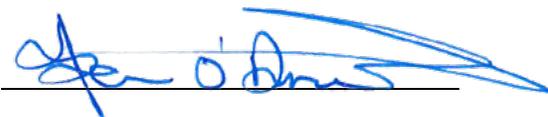
The Company strongly believes in giving back through the Charity work it aims to do.

This statement has been approved by Finn O'Driscoll, Sun Generation (UK) Limited CEO, for the financial year ending 31 December 2021.

This statement will be reviewed and updated every year.

CEO

Finn O'Driscoll



18/01/2022

