

Tindo Solar Supplier Code of Conduct Human Rights

INTRODUCTION

Tindo Solar Pty Ltd ("Tindo") is an ethical business. We acknowledge that we operate in a free, prosperous nation in which fundamental human rights are assured to all Australians by the rule of law. We support every individual's right to live and work freely and we oppose all forms of Modern Slavery, including forced labour, bonded and indentured labour, child labour, human trafficking and coercive labour practices as they pertain to immigration schemes. We preference suppliers who respect the laws, regulations, treaties and covenants that govern the treatment of labour, such as the International Labour Organization (ILO) and Australia's The Modern Slavery Act 2018 (Cth). We expect our suppliers to share this position and to comply with our Anti-Slavery Policy, and to ensure that their own partners and suppliers also comply.

CODE OF CONDUCT:

Labour standards

Suppliers will adopt sound labour practices and treat their employees fairly and in accordance with local laws and regulations. Suppliers shall follow all applicable laws, regulations and the ILO standards regarding working hours and conditions for all employees.

Suppliers will adhere to the following:

Child Labour

Suppliers shall not use child labour. "Child" is defined as a person who is younger than the local legal age for completing compulsory education. Suppliers shall verify the age of their workers and maintain copies of their workers' proof of age.

Involuntary Labour

Suppliers shall not use involuntary labour. "Involuntary Labour" is defined as work or services which are extracted from a person under threat or penalty for its non-performance and for which the worker does not offer himself or herself voluntarily. It includes prison, bonded, indentured and forced labour. Workers must be free to leave once their shift ends and free to leave their employment after reasonable notice.

Immigration Law

Suppliers shall only employ workers with a legal right to work, including workers obtained through an employment agency. Workers' legal right to work must be validated by reviewing original documentation prior to commencement of work.

Non Discrimination or Harassment

Suppliers shall employ workers solely on the basis of their ability to do the job and shall not discriminate on the basis of age, gender, racial characteristics, maternity or marital status, pregnancy, sexual orientation, disability, national, cultural, religious or personal beliefs in relation to hiring, wages, benefits, termination or retirement. There shall be no inappropriate medical testing used in determining employment. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Freedom of Association and Collective Bargaining

Suppliers shall respect the rights of workers to associate, organise and bargain collectively in a legal and peaceful manner. Suppliers shall ensure that employee representatives are not discriminated against and have access to carry out their representative functions in the workplace. Where the right to freedom of association and collective bargaining is restricted under law, suppliers must not hinder the development of parallel means for independent and free association and bargaining.

Working conditions

Suppliers shall provide a safe and hygienic working environment, including monitoring of compliance with applicable legislation, regulations and the ILO standards. Suppliers shall ensure that personal protective safety equipment is available and workers are adequately trained in its use. Safeguards on machinery must meet or exceed local laws, and workers shall be provided with all appropriate protective equipment.

Working Hours

All working hours will comply with national laws and benchmark industry standards, whichever affords greater protection. Overtime work should be voluntary, and overtime should not be requested on a regular basis. Suppliers shall guarantee workers breaks and days off in compliance with applicable law.

Wages and Benefits

Suppliers shall provide wages and benefits that comply with all local laws and regulations or match prevailing local manufacturing or industry rates. Overtime pay shall be calculated at the legally required rate.

REPORTING OF BREACHES OF THIS CODE OF CONDUCT

Tindo Solar operates a Grievance Mechanism under our UN Global Compact obligations. Workers who are engaged in the Tindo Solar supply chain shall be free to file grievances to their employers about the employer's treatment of them and workers shall not suffer detriment, retaliation, or victimisation for having raised a grievance.


Any person concerned about a breach of this Code of Conduct or our Anti-Slavery Policy may report their concerns on a confidential basis to our Company Secretary, whose contact details appear below. We also publish a grievance hotline number on our website, which can be used from anywhere in the world. Individuals are encouraged raise their concerns on an anonymous basis. Our suppliers and their partners must ensure that Tindo Solar's Company Secretary's contact details are made available to all workers and that our grievance hotline number is prominent for all workers.

Company Secretary contact details

Glenn Morelli
Director and Company Secretary
Direct dial: 0412 696 005
Email: glenn.morelli@tindosolar.com

Grievance Hotline: 1300 846 367

Signed:

CEO or Managing Director of [supplier company]  _____ Date: Jan 2023

Company Secretary of [supplier company]  _____ Date: JAN 2023