

## Tindo Solar Human Rights Statement

January, 2023

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. Our corporate and social responsibilities are important to us and we work with our suppliers – both domestic and international – to positively influence their behaviour and ensure that the products and services we source are ethically produced. 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.

United Nations Global Compact – Tindo is a signatory to the United Nations Global Compact and has a longstanding commitment to comply with the provisions of this international initiative for businesses committed to aligning their operations and strategies with universal principles on human rights, labour, the environment, and anticorruption.

### Principles

Tindo Solar's human rights program, requires adherence to fundamental human rights, including but not limited to the following:

#### • Child Labour

As part of our commitment to our global community, we uphold individual human rights and follow employment laws in all the locations where we conduct business. Other than through apprenticeship programs or other educational engagements, Tindo does not employ individuals who are under eighteen years of age. Our supplier codes of conduct prohibit our third parties from using child labour or being complicit in its use through their suppliers.

#### • Forced and Compulsory Labour

Tindo strictly prohibits forced or compulsory labour, human trafficking, or any other form of modern slavery. Tindo is committed to adherence to international labour standards and the eradication of forced labour and establishing the expectations of our employees and third parties. It describes specific prohibited conduct, requires that suspected violations be reported and investigated, and states that violations could result in discipline or contract termination.

#### • Freedom of Association and Collective Bargaining

As part of our commitment to the U.N. Global Compact and International Labour Organization Principles, Tindo respects employees' rights to freedom of association and to join collective bargaining organizations. We work fruitfully with our represented employees through labour unions and works associations to ensure that all employees are treated fairly and equitably.

#### • Health and Safety

In recognition of the right to a safe and healthy working environment, Tindo is committed to ensuring exceptional levels of performance in safeguarding people and the environment. Tindo's safety expectations and employee obligations are set out in our Safety, Health & Environment Policy.



• **Non-Discrimination, Diversity and Harassment**

Tindo is committed to fostering a workplace where we are all treated with dignity and respect. Tindo will not tolerate discrimination or harassment, whether based on sex or any other protected characteristic, in any form in the workplace. Tindo offers equal employment opportunities for all applicants and equal consideration for employment, regardless of background and never based on any trait protected by law. These protected traits include age, ancestry, colour, sex, marital status, medical condition, national origin, physical or mental disability, race, religion, sexual orientation, gender identity and veteran and citizenship status. Our supplier codes of conduct require our third party partners to afford equal opportunities to their employees and to prevent discrimination.

• **Working Conditions, Working Hours and Wages**

Tindo provides reasonable working conditions and hours throughout the organization. Our employees' wages and salaries meet or exceed minimum wage requirements everywhere we operate, and we comply with all other applicable laws related to working hours and compensation. Meal and rest periods are provided according to local legal requirements and office practices.

**Prevention**

Tindo's commitment to human rights is incorporated into a variety of human resources, labour and employment, ethics and compliance, quality, procurement, Safety, Health, and Environment (SH&E) and operational policies and processes that help us prevent, detect, investigate and mitigate any potential violations of fundamental human rights. Prevention starts with the adoption of these policies and processes. These are then communicated to employees through annual safety, code of conduct, and other compliance training that are required for all employees.

For third parties, in addition to requiring a commitment to Tindo's human rights requirements and communicating our expectations, we conduct due diligence through procurement questionnaires, media and database screenings, and ongoing monitoring to ensure they share Tindo's values and commitment to protecting human rights.

**Detection and Resolution**

To detect potential human rights issues, Tindo conducts regular audits and internal and external risk and program assessments on our ethics and compliance and human rights program to ensure it remains effective. We also provide employees and third parties with multiple avenues for reporting any type of concern and require reporting on misconduct, including potential violations of our human rights commitments. Tindo has a strict non-retaliation policy to protect employees who make honest and sincere reports of misconduct.

Resolution of human rights concerns is accomplished through Tindo's investigations and remediation process. The relevant functional groups within Tindo or outside counsel investigate all complaints that are reported through any reporting channel. If substantiated, necessary remedial measures and required discipline are undertaken at the conclusion of an investigation.

Signed:

Glenn Morelli, Director



Richard Petterson, CEO

