



Solar Metals Ltd

Modern Slavery and Human Trafficking Statement for the Financial Year 2020

Introduction

This statement is made on behalf of Solar Metals Ltd pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

Our business

Solar Metals Ltd are specialists in scrap metal recycling and exports internationally. Our head office is based in the UK. For further information visit: www.solarmetals.co.uk

Supply chains

We have direct relationships with a number of primarily UK based suppliers offering a range of services. Our supply chains include outplacement of IT and marketing services and other routine administrative tasks. Outplacement is to a mix of onshore and offshore providers.

Our policies on slavery and human trafficking

We are committed to ensuring there is no modern-day slavery or human trafficking in our supply chains or any part of the business.

Our anti-slavery policy statement reflects our commitment to acting ethically and with integrity in our business relationships. We will not support or deal with any business knowingly involved in slavery or human trafficking.

The senior management team shall take responsibility for implementing this policy statement and its objectives and provide adequate resources (training, etc.) to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chains. The company's anti-slavery policy will be displayed on the company website and on notice boards in the company office.

All new and existing employees are subjected to right to work checks to ensure that Solar Metals Ltd does not employ illegal workers thereby ensuring compliance with the Immigration, Asylum and Nationality Act 2006.

Employees are required to immediately report any possible breach of the code of conduct to their line manager or a member of the senior management team. This policy applies to all those employed by Solar Metals Ltd. The policy will be regularly reviewed by the senior management team to ensure its continuing suitability.

Supplier adherence

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the correct minimum wage.

Covid-19

We adopted government guidelines for a Covid-19 secure workplace and paying statutory sick pay to prevent the spread of coronavirus. Our employees have full access to our grievance procedures.

Summary

As a company we will:

- Provide training as necessary for our employees
- Raise awareness of our Anti-Slavery and Human Trafficking Policy with our employees and key stakeholders, e.g. suppliers.

This Modern Slavery and Human Trafficking Statement for the Financial Year 2020 has been approved by the Board of Directors of Solar Metals Ltd.



A handwritten signature in black ink, appearing to read 'A. Martin', is written over a horizontal dotted line.

Signed by Adrian Martin (Financial Controller) on behalf of

Nigel Holland
Managing Director
Solar Metals Ltd
28th April 2021