

# Modern Slavery Policy

## Solar Metals Ltd

### Introduction

Solar Metals Ltd represents an accumulation of experience, knowledge, and expertise that spans over 45 years. We purchase and recycle all grades of ferrous and non-ferrous scrap metal on an industrial scale and trade internationally. We have been exporting bulk cargoes and containerised cargo, for customers and suppliers, from our facilities for many years. At Solar Metals Ltd, we are committed to conducting business with integrity and ensuring that modern slavery and human trafficking do not exist within our operations or supply chains. This policy has been developed in compliance with the Modern Slavery Act 2015 and reflects our dedication to ethical and transparent practices.

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### Our Commitment

1. **Zero Tolerance:** Solar Metals Ltd adopts a zero-tolerance approach to modern slavery and human trafficking in all its forms.
  2. **Ethical Responsibility:** We aim to promote fair labour practices and expect our suppliers, contractors, and partners to uphold the same high standards.
  3. **Accountability:** We recognise our responsibility to ensure that our practices, as well as those of our supply chain, are free from exploitation and forced labour.
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### Scope of the Policy

This policy applies to all Solar Metals Ltd employees, contractors, suppliers, and business partners, covering every aspect of our operations within the United Kingdom and internationally.

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### Steps to Prevent Modern Slavery

1. **Supplier Vetting:** We conduct thorough due diligence on new and existing suppliers to ensure they meet our ethical standards and comply with the Modern Slavery Act 2015.
2. **Code of Conduct:** All suppliers must adhere to our Supplier Code of Conduct, which explicitly prohibits forced labour, human trafficking, and exploitative practices.
3. **Right-to-Work Checks:** All new and existing employees are subjected to right-to-work checks to ensure compliance with the Immigration, Asylum and Nationality Act 2006 and to prevent the employment of illegal workers.
4. **Risk Assessments:** Regular assessments are conducted to identify and mitigate risks of modern slavery within our supply chain.
5. **Employee Training:** Our employees are trained to recognise and report signs of modern slavery and human trafficking.
6. **Reporting Mechanisms:** Employees are required to immediately report any possible breaches of this policy to their line manager or a member of the Senior Management Team. We provide a confidential channel for employees, suppliers, and other stakeholders to raise concerns or report potential breaches of this policy.

## Responsibilities

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## Monitoring and Review

The Senior Management Team will regularly review this policy to ensure its continuing suitability and effectiveness. Solar Metals Ltd is committed to continuous improvement in our efforts to combat modern slavery. The policy will be displayed on our company website and notice boards in the company office.

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## Contact Information

To report concerns or seek further information about this policy, please contact:

Robin Plater: 01403 784838

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## Statement

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business. This policy underscores our commitment to acting ethically and with integrity in all our business dealings.

Solar Metals Ltd.

13th January 2025

## Solar Metals

The Yard, Adversane Lane, Adversane, Nr Billingshurst,  
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