



BAUER
SOLAR ■■■

**DECLARATION OF PROTECTING
LABOR AND HUMAN RIGHTS**



Bauer Solar has always been committed to protecting the labour and human rights of everyone involved in the company and assures that all its suppliers strictly comply with relevant laws and industry best practices.



Bauer Solar reaffirms its commitment to manufacturing products that are as clean as the energy they produce. Bauer Solar works with its suppliers to ensure that the supply chain complies with all laws and international best practices relating to all environmental, social and governance (ESG) activities and forced labour.





„Achieving the excellent standards we strive to attain demands that we handle every component included in our solar modules; ranging from raw materials to human capital with utmost care.“

Andreas Bauer, CEO, Bauer Solar

Bauer Solar’s labour and human rights policy is a flagship example in the industry, setting clear expectations for employees, suppliers and other business partners on human rights and working conditions. This policy we have developed is fully in line with global human rights best practices and criteria such as the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Conventions and the UN Global Compact (UNGC). The United Nations Global Compact remains the world’s largest corporate sustainability programme, requiring signatories to commit to all humanistic values, including labour rights, environmental, anti-corruption and social goals.



Bauer Solar’s policy specifically prohibits harsh, disrespectful or exploitative treatment of workers and any form of forced labour, and rejects restrictions on freedom of speech, expression, thought, conscience, religion and other human rights provisions for its employees and supply chain partners.

What does our supply chain look like?

Manufacturing solar modules is a complicated process involving numerous material and labour suppliers. The work involves not only production, but also logistics, services and a well-established supply chain of goods and materials for solar modules and related items.



How we assess our supply chain

Bauer Solar considers its supply chain partners as part of its own company and regularly evaluates their performance. Bauer Solar requires all material suppliers to demonstrate their commitment to our company's global human rights policy and to participate in annual supplier training. Non-participation is intolerable and never an option, and suppliers who do not show up may have their contracts revoked. Suppliers must acknowledge their commitment to our Human Rights Policy and Code of Conduct in their Master Service Agreements and the Bauer Solar Supplier Sustainability Guidelines. Suppliers must record all relevant human rights compliance information and provide us with updates and annual assessments upon request. Bauer Solar also actively seeks to defend the rights of its workers by displaying / posting our Human Rights Policy in local languages in our factories and with our suppliers, and by widely publicising the company's Compliance and Ethics Helpline.



How are we doing?

Human rights violations are seen as a breach of contract at Bauer Solar, assessed and dealt with accordingly. The shareholder letter states: „All alleged violations of our labour and human rights policies are taken seriously by us, and any violation will result in termination.“

When issues have arisen in the past, we have conducted a formal investigation and terminated suppliers. Currently, there are no examples of non-compliance with human rights and fair labour practices, either in our internal operations or in our supply chain. We continue to monitor existing and new regulations, as well as industry best practices, and maintain this zero-tolerance stance towards human and labour rights violations. As circumstances require, we will continue to improve our internal policies and procedures and work with our suppliers to ensure continued compliance with all applicable laws, regulations and best practices. Should high-risk cases be uncovered in the future, we will strive throughout our value chain to reduce risks to the absolute minimum using our multi-level risk management approach and, if necessary, bring in internal and external experts to assist with risk control.

All employees, contractors and suppliers at Bauer Solar are called upon to work together for human rights and against their violation.



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