



VERDIA

OUR COMMITMENT
TO THE PREVENTION
OF **MODERN
SLAVERY**

MODERN SLAVERY STATEMENT
2021

OUR COMMITMENT

Verdia is an energy services partner, asset developer and asset owner working with large corporate, property, infrastructure, and government clients to reach net-zero emissions targets, deliver energy savings and increase operations resilience. We work with a great number of suppliers, vendors and employers, and as such, we are committed to the responsible assessment of our supply chains to ensure that we are preventing *Modern Slavery* from entering our entire supply chain.

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. The Global Slavery Index 2018 estimates that on any given day in 2016, there were 15,000 people living in conditions of Modern Slavery in Australia. Modern slavery can occur in every industry, and has severe consequences for victims. Modern slavery also distorts global markets, undercuts responsible business and can pose significant legal and reputational risks to entities.

Verdia stands in firm opposition to Modern Slavery, and the use of forced labour within our supply chain. We are committed to helping to ensure that our supply chain is free of forced labour, and we are in support of raising awareness within the industry on this important issue. In alignment with the Modern Slavery Act 2018, Verdia actively assesses the supply chain of our business to prevent Modern Slavery from occurring within our practices. Our employees are informed about what Modern Slavery means and we only work with suppliers who are committed to safeguarding the human rights of its employees as well.

OUR VALUES

Verdia strives to make a positive environmental, social and economic contribution to our community. We believe that we have an important role to help Australia **transition to a renewable energy economy**, and with positive action we can help mitigate the impact of climate change.

At the heart of our business, are our people. We have employees across Australia in NSW, QLD, and VIC. We strive to provide a safe, healthy, and supportive environment that drives an energetic, engaged workforce thriving in their work and personal life. This goes hand in hand with our mission and values.

Our values act as an ethical compass for our workplace culture and guide the conduct of all people who work for us – directors, employees, contractors and suppliers.



OUR SUPPLY CHAIN

Verdia has developed one of the most expansive contractor and supplier platforms across Australia, including a vast network of accredited, top-tier equipment suppliers and installers. Our supply chain extends to suppliers, vendors and partners, and includes the procurement of energy-related products for our clients and operations.

We aim to establish long-term relationships with our suppliers and see these relationships as needing to be mutually beneficial partnerships. In alignment with our stance on Modern Slavery, Verdia ensures that our entire supply chain is aware of the issue of Modern Slavery, and against all participation in it.

Solar Panel - Background & Context

Due to the complexity and scope of the global solar supply chain, proving that fully assembled modules imported into the Australia have zero polysilicon from the Xinjiang region will be challenging. The Xinjiang Uyghur Autonomous Region in China is home to manufacturing facilities for a variety of industries, as well as millions of *Uyghurs**. The Uyghurs are an ethnic group of people who speak a different language and practice a different religion than the majority of Chinese.

There are many reputable reports of human rights abuses being perpetrated by the Chinese government against Uyghurs, including forced labour in factories across the Xinjiang region. An estimated 50% of the global supply of polysilicon – a critical component of solar modules – is produced in the Xinjiang region.

Verdia has demanded that all solar panel manufacturers accredited by Verdia provide declarations stating that all upstream supply chains do not include forced labour and indeed to remove any association with goods and services from the Xinjiang region. Verdia conducts regular factory checks on all panel manufacturers across Asia to ensure compliance with the guidance from ISO26000 corporate social governance including forced labour.

OUR POLICY FRAMEWORK

Verdia has a number of policies which are updated regularly, and always accessible to our employees. These policies support our mission to address human rights and mitigate Modern Slavery risk.

1. **Wellbeing Policy:** This policy has been designed with people in mind. It outlines our holistic strategy, including the guiding principles and our values, considered in forming wellbeing initiatives. We put our people first and ensure our policy properly reflects current times, prioritising employee: physical and mental health, overall wellbeing, safety, engagement, and also ensuring that our employees take reasonable care that their actions do not affect the health and safety of others in the workplace.
2. **Recruitment Policy:** As Verdia's main reference point for recruiting new employees, this policy outlines our selection process, and guiding principles for recruiting new employees. We ensure that new employees agree with the Modern Slavery Act 2018, and if they are unaware of it, we inform them of its principles.
3. **Discrimination, Harassment and Bullying Policy:** In accordance with our values, this policy serves to support a workplace culture of fairness and equity, providing for a safe environment where diversity is valued and unlawful discriminatory, harassing and bullying behaviour is not accepted in any form. As victims of Modern Slavery are often coerced and bullied into exploitation, this policy goes hand in hand with our aim to prevent Modern Slavery in our workforce.

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Established:

16 July 2014

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