



Modern Slavery Act Statement

About Sol PV Group

We are Sol PV Group Ltd. Our design, manufacturing, installation, and Operations Company specialises in the commercial integration of solar PV, electric vehicle charge-point stations and commercial carports.

Sol PV Group is positioned at the centre of the three key technologies within the renewables sector - electric vehicle (EV) infrastructure, battery energy storage and renewable energy in the form of solar carports. Our vision is to integrate these technologies to provide clients with reduced costs, revenue generation, energy security, EV infrastructure and a premium, sustainable parking experience for staff and customers with EV.

Further information about Sol PV Group Ltd can be found in the About Us section of our website.

Our Policy

We are committed to ensuring that there is no slavery, servitude, forced or compulsory human labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation as contemplated by the MSA (Modern Slavery ACT 2015) in any part of our business or in our supply chain.

This policy has been endorsed by the Managing Director (Tony Waite), and the Management Team of the organisation, and communicated to our staff and suppliers. We have reviewed our operations to identify areas where there is a risk of us unwittingly employing victims of modern slavery.

Our Own Staff

Sol PV Group Ltd employs 3 staff, largely in technical and professional roles and 8 on a self-employed basis.

Our recruitment and Human Resources policies follow government best practice, including checks on right to work within the UK, and we believe these policies and processes would identify trafficked or coerced individuals directly employed by us.

Our Supply Chain

Sol PV Group Ltd purchases around £1.8 million of goods and services from third-party suppliers each year.

The great majority of these goods and services we purchase are from within the UK and EU, where employment legislation is generally both reasonably comprehensive and generally enforced.

In addition, very little of what we purchase comes from industry sectors where poor employment practices are more common, such as the extractive or textile industries, catering & hospitality or security and cleaning services.

We therefore believe that the risk of modern slavery in our supply chain is relatively low.

We take our responsibilities in this area very seriously and have taken proportionate steps to reassure ourselves that our suppliers do not employ modern slaves, either directly or via their own downstream supply chains.

We have included a requirement in all new subcontractor questionnaires that suppliers must declare that they (and any subcontractors) are compliant with the Modern Slavery Act 2015.

We are developing a programme to review our existing "tier 1" suppliers and ensure those which are material and / or which operate in high risk countries or industries are also compliant with the Act.

We have carried out reasonable checks with our "Tier 1" suppliers and we believe they all conform to at least the required minimum standards of the act.

How our policy is implemented

We are very conscious that even the most comprehensive policy will achieve very little if it remains just a piece of paper, and that communication to our staff is essential if it is to have a real effect.

We have communicated our policy to our staff via our normal internal communications routes, including e-mail, inductions, and awareness training at our offices.

These communications have been endorsed by the most senior people in the organisation, to underscore the importance we attach to this.

Aside from the moral aspect, the communications stress that it is much better for us to identify any potential issues around modern slavery ourselves, so that we can act if necessary. This would obviously be much less harmful than the potential reputational damage we might suffer, should it emerge later that we were complicit in such things, even if only through failure to ask reasonable questions.

Staff who have any concerns have been advised to raise them as per our whistleblowing, bribery and corruption policy, and to report them to their line manager.

Tony Waite Sol PV Group M.D



01/01/2022.