

Modern Slavery Act 2015

The REC Group is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our operations, our supply chain, and our products.

OUR BUSINESS

REC is a leading European brand of solar panels. Through integrated manufacturing from polysilicon to wafers, cells, panels and turnkey solar solutions, REC strives to help meet the world's growing energy needs. Founded in 1996, REC is a Bluestar Elkem company with headquarters in Norway and operational headquarters in Singapore.

OUR POLICIES

In keeping with our commitment to act with integrity in all our business dealings, many of our existing policies are relevant in ensuring that there is no forced labour, slavery, child labour, sex trafficking, workplace abuse or human trafficking in any part our business or supply chains.

These relevant policies include:

- Code of Conduct
- Anti-corruption Policy
- Sustainability Policy
- HSE management
- Whistleblower Procedure

SUPPLIER ADHERENCE TO OUR VALUES

We have a zero tolerance policy towards human rights violations, and expect all those in our supply chain comply with our values. Our contractual agreements permit the termination of suppliers for human rights violations.

TRAINING

To ensure a high level of understanding of the risks of human rights violations in our business and our supply chains, we provide training to relevant members of staff.

EFFECTIVENESS AND PERFORMANCE REVIEW

We do not have key performance indicators specifically in relation to human rights violations as any instance would be expected to be non-compliance and breach of our Code of Conduct, wider group policies and/or supplier standards.

We will not support or engage suppliers where it is aware of human rights violations in such suppliers' business or supply chains or where a supplier has failed to give REC the requisite assurances.

Our suppliers are required to certify and confirm on human rights compliance as part of our supplier due diligence documentation.

We will continue to update our policies and procedures as required to ensure we maintain appropriate safeguards against any mistreatment of persons involved in our business and our supply chain.

Steve O'Neil
Chief Executive Officer
1 August 2016