

Slavery and human trafficking statement

As a responsible employer, aleo solar feels particularly obliged to respect and uphold human rights. Therefore, we have a zero-tolerance policy towards any form of slavery. Aleo solar complies with all applicable laws and regulations and supports at all times

- the "Global Compact" and the Universal Declaration of Human Rights of the United Nations,
- the International Labor Organization Declaration on Fundamental Principles and Rights at Work
- the principles of the Standard for Corporate Social Responsibility (SA8000).

Our ethical business principles are set out in our Code of Conduct, which underlies our daily actions and is binding for all managers and employees at aleo solar.

We do not tolerate any inadmissible discrimination or harassment of our employees by complying with the applicable equal treatment laws. In this way, we respect and protect the personal dignity of each individual. Aleo solar pays particular attention to offering equal opportunities for every employee and disregarding ethnic origin, skin color, gender, age, marital status, disability, religion, nationality, sexual orientation or social origin.

We support fair labor practices and distance ourselves from any form of forced labor, child labor, human trafficking and slavery in our business operations as well as in our supply chains. We also do not tolerate corporal punishment, involuntary service or exploitation of employees.

Responsible supply chain management is paramount at aleo solar. We expect all of our business partners to share our ethical principles and commitment to combating modern slavery and human trafficking and to conduct business accordingly. We expect all of our suppliers and contractors to comply at all times with all applicable laws and regulations and the highest ethical standards. This includes in particular that

- they do not use, condone, or support child labor
- they do not agree nor use nor tolerate any form of forced labor, including prison labor, in their business or supply chains
- they ensure that all work performed is voluntary and that employees have the right to terminate employment with reasonable notice.

In order to ensure and control the implementation of ethical standards at our business partners,

- we make our suppliers and contractors aware of our ethical business principles and require compliance with all anti-slavery laws and regulations before entering any business relationship.
- we regularly evaluate the ethical risks in our material supply chain using our continuous risk management tools.
- we do not tolerate misconduct in any way. We will cease doing business with any business partner who does not follow our ethical standards.
- we provide a whistle-blower channel for anonymous reporting of actual or suspected misconduct.
- we continuously sensitize our managers and employees to the risk of modern slavery for our company.



William Chen (CEO) aleo solar GmbH

Prenzlau, in March 2022