

# SOLEX ENERGY LIMITED

## Anti-Slavery and Human Trafficking Policy

*(Approved by the Board of Directors in its Meeting  
dated August 7, 2025)*

## 1. Purpose

Solex Energy Limited (“SEL”) is committed to conducting business ethically, with integrity, and in full compliance with Indian laws prohibiting all forms of forced labour, bonded labour, child labour, and human trafficking. This policy sets out our approach to preventing and addressing these practices within our operations and supply chain.

## 2. Scope

This policy applies to:

- All employees, directors, and officers of Solex Energy Limited;
- Contract workers, consultants, and agency staff engaged in our activities;
- All vendors, suppliers, contractors, and business partners working with Solex Energy Limited.

### Solex Energy Limited commits to:

- **Zero tolerance** for the use of forced, bonded, involuntary, or trafficked labour in any part of our business.
- Prohibition of employment of children below 14 years of age, and adolescents (14–18 years) in hazardous occupations or processes.
- Ensuring that all work is undertaken voluntarily, and no worker is coerced, threatened, or intimidated.

## 3. Responsibilities

### Management and Leadership:

- Ensure that this policy is effectively implemented and enforced.
- Promote a culture of respect for human rights and compliance with applicable laws.

### Employees:

- Understand and comply with this policy.
- Promptly report any concerns or suspected violations.

### Suppliers and Contractors:

- Confirm adherence to this policy as a condition of engagement.
- Maintain appropriate procedures to prevent modern slavery and child labour.

## 4. Due Diligence and Risk Assessment

To uphold our commitments:

- We will assess risks associated with forced or child labour in our operations and supply chain, especially in higher-risk sectors or regions.
- Due diligence procedures, including vendor prequalification, audits, and site visits, will be conducted as needed.

- Vendors and contractors may be required to provide evidence of compliance and corrective actions where risks are identified.

#### **5. Training and Awareness**

- Employees involved in procurement, contracting, and operations will receive training to recognize indicators of forced or child labour and human trafficking.
- Awareness resources will be made available to all staff and suppliers.

#### **6. Reporting and Grievance Mechanism**

- Any employee, supplier, or third party who becomes aware of concerns related to forced labour, child labour, or trafficking is encouraged to report them confidentially.
- Reports can be made through Company's Grievance Mechanism / Ethics Helpline / Designated Officer contact information as available on the Company's website.
- Retaliation against any individual reporting in good faith is strictly prohibited.

#### **7. Policy Violation & Disciplinary Action**

- Any breach of this policy by employees will lead to disciplinary action, up to and including termination of employment.
- Suppliers or contractors failing to comply may face suspension or termination of contracts, and may be reported to authorities as required by law.

#### **8. Continuous Improvement**

Solex Energy Limited will periodically review and enhance its practices to ensure compliance with applicable Indian laws and international best practices to combat modern slavery and protect human rights.

#### **9. Approval and Review**

This policy is approved by the Board of Directors of Solex Energy Limited. It will be reviewed whenever necessary due to changes in applicable legislation or business operations.