

## **GB-Sol Responsible Business Commitments**

At GB-Sol, responsible business means treating people fairly, protecting the environment and conducting business with integrity.

These commitments guide how we work with employees, customers, suppliers, contractors, business partners and other stakeholders.

### ***RESPECT FOR PEOPLE AND HUMAN RIGHTS***

GB-Sol is committed to respecting internationally recognised human rights and treating all individuals with dignity, fairness and respect.

We do not tolerate forced labour, bonded labour, child labour, human trafficking, modern slavery, harassment, bullying or unlawful discrimination.

### ***HEALTH, SAFETY AND WELLBEING***

We are committed to providing safe, healthy and supportive working conditions and promoting a culture in which safety is everyone's responsibility.

### ***ENVIRONMENTAL RESPONSIBILITY***

We seek to reduce waste, prevent pollution, improve energy efficiency, reduce greenhouse gas emissions and use resources responsibly.

### ***CIRCULAR ECONOMY AND PRODUCT STEWARDSHIP***

Solar products are designed to deliver environmental benefits over many decades. The durability, reliability and long service life of our products are key contributors to sustainability.

We promote repair, reuse, recycling and responsible end-of-life management.

### ***RESPONSIBLE SOURCING***

We seek to work with suppliers who share our commitment to ethical, environmental and social responsibility.

We undertake appropriate due diligence and seek greater transparency throughout the solar value chain.

### ***CUSTOMERS, QUALITY AND PRODUCT RESPONSIBILITY***

We are committed to providing accurate information, delivering products that meet applicable standards, maintaining effective quality systems and continually improving customer satisfaction.

We aim to build long-term relationships based on trust, reliability and product performance.

### ***ETHICAL BUSINESS CONDUCT***

We conduct business honestly, ethically and in compliance with UK, EU and International law.

We act fairly, avoid conflicts of interest, protect company assets and maintain accurate business records.

We expect employees, suppliers and business partners to uphold similar standards of integrity and professional conduct.

## **ANTI-BRIBERY AND CORRUPTION**

GB-Sol operates a zero-tolerance approach to bribery and corruption in all the jurisdictions in which we operate. We are primarily governed by the laws of the UK, including the Bribery Act 2010 and the Criminal Finances Act 2017, in respect of our conduct both at home and abroad

We do not offer, request, accept or tolerate improper payments, gifts or inducements intended to influence business decisions.

## **DATA PROTECTION AND INFORMATION SECURITY**

We are committed to protecting personal data, confidential business information, intellectual property and information systems from unauthorised access, misuse, loss or disclosure.

We seek to maintain appropriate security controls and comply with applicable data protection requirements.

## **FINANCIAL INTEGRITY AND COMPLIANCE**

We maintain accurate, complete and transparent business records.

We are committed to accurate financial reporting, compliance with applicable legal and tax obligations and the prevention of fraud and financial crime.

We expect honesty, accountability and responsible stewardship in all financial matters.

## **SPEAKING UP**

Employees, suppliers, customers and other stakeholders are encouraged to raise concerns regarding unethical conduct, modern slavery, human rights abuses, fraud, corruption, health and safety issues or other serious concerns.

Concerns may be raised confidentially and, where permitted by law, anonymously.

Individuals who raise concerns in good faith will not suffer retaliation, disadvantage or detriment as a result of speaking up.

## **CONTINUAL IMPROVEMENT**

We seek better ways of working and continually improve our products, services and operations.

We regularly review our objectives, policies and practices and seek opportunities to strengthen our environmental, social and governance performance.

***These commitments are supported by our policies, management systems and continuous improvement activities, and are reviewed periodically by senior management***

***GB-Sol Ltd & GB-Sol Projects Ltd - June 2026***