

# POLICIES ON SUSTAINABILITY

AN INTEGRAL PART OF OUR BUSINESS SYSTEM– RBS

## BUSINESS CONDUCT POLICY

- REC strives for sustainability and the highest level of business ethics in all its activities. The Group promotes transparency and accountability in its activities and strives to continuously improve business conduct together with the stakeholders.
- REC supports fundamental human rights and will abstain from participating in any business activities that may compromise human rights, including child labour, prison labour and forced labour.
- REC ensures appropriate remuneration and working hours, securing at least statutory minimum wages and maximum working hours. The Group promotes equal opportunities for all employees and prevents discrimination in employment.
- REC does not engage in corruption, bribery, fraud, money laundering or other economic crimes.
- REC respects the lawful customs and traditions of the countries in which it operates as long as this does not compromise on the REC Group policies.
- REC practices internal control by setting objectives, monitoring performance, reporting results and executing audits.
- REC communicates this business conduct policy to all persons working under the control of the company.
- REC reports on its business conduct policy and performance publicly.
- REC operates in compliance with national legislation and applicable external requirements related to the business conduct aspects of its activities.
- REC encourages business partners to implement sound business conduct in line with this policy.

## SAFETY, HEALTH AND MAJOR ACCIDENT PREVENTION POLICY

- REC puts safety first and follows the strategy that all accidents including major accident scenarios, incidents and occupational illnesses are preventable. The target is zero harm to employees, contractors, visitors, members of the public, and the natural and built environment.
- REC recognises that the nature of its activities could give rise to major accident scenarios potentially impacting employees, contractors, visitors, members of the public, and the natural and built environment.
- REC includes safety and health considerations as part of the design, sourcing, manufacturing delivery, handling, usage, recovery, recycling and disposal of its products.
- REC is committed to provide safe and healthy working conditions through enabling the employees to integrate safety and health into all business activities.
- REC practices internal control by setting objectives, monitoring performance, reporting results and executing audits.
- REC is committed to fulfil legal requirements and applicable external requirements related to the safety and health aspects of its activities.
- REC is committed to eliminate hazards and reduce safety and health risks at the workplace.
- REC is committed to provide and maintain management systems, tools and training that secure continual improvements of performance and risk management within safety and health, and to control major accident hazards.
- REC recognises the importance of feedback from and communication with the workers. REC will ensure there is proper platforms for consultation and participation of workers.
- REC has emergency preparedness plans in order to prevent and mitigate negative consequences of a major accident on safety and health, and to secure business continuity.
- REC communicates this Safety, Health and Major Accident Prevention Policy to all persons working under the control of the company.
- REC reports on its Safety, Health and Major Accident Prevention Policy and performance publicly.
- REC encourages business partners to implement safe and healthy practices in line with this policy.

## QUALITY AND IMPROVEMENT POLICY

- REC is committed to provide high performance solar energy solutions.
- REC will meet and exceed the customers' high expectations through management and employee commitment to continual improvements, driving towards zero defects.
- REC ensures continuous focus on quality and improvement in order to ensure competitive advantages and realise the Group's goals on cost reduction, profitable growth, technological advances, market and customer focus and organisational development.
- REC satisfies the customers and strives to deliver high quality, short lead time and low cost, following reliable and standardised processes putting safety first.
- REC has management systems, tools and training that secure continuous improvements of performance and risk management in all quality and improvement activities.
- REC management is committed to provide quality products through ensuring that employees have the required competency for performing work in their respective business areas.
- REC includes quality and improvement considerations as part of the design, sourcing, manufacturing, delivery, handling, usage, recovery, recycling and disposal of its products.
- REC practices internal control by setting objectives, monitoring performance, reporting results and executing audits.
- REC communicates this quality and improvement policy to all persons working under the control of the company.
- REC reports on its quality and improvement policy and performance on regular basis to all relevant stakeholders.
- REC operates in compliance with national legislation and applicable external requirements related to quality and improvement aspects of its activities.
- REC encourages business partners to implement quality and improvement practices in line with this policy.
- REC encourages business partners to implement sound business conduct in line with this policy.

## ENVIRONMENTAL AND CLIMATE POLICY

- REC is committed to maximise the positive contribution from renewable and climate-friendly solar energy at affordable prices globally. This includes minimising the energy payback time of its products, minimising negative environmental impacts and carbon footprint as well as protecting the natural environment from harm and degradation from all business activities and products.
- REC includes environmental considerations as part of the design, sourcing, manufacturing, delivery, handling, usage, recovery, recycling and disposal of its products.
- REC is committed to provide environment and climate friendly products through enabling the employees to integrate environment and climate into all business activities.
- REC practices internal control by setting objectives, monitoring performance, reporting results and executing audits.
- REC is committed to fulfil the organisation's compliance obligations, which include all relevant national legislation, corporate requirements and applicable external requirements related to the environmental aspects of its activities.
- REC is committed to continually improve the environment management system to enhance environmental performance through the organisation's environmental objectives and targets.
- REC has emergency preparedness plans in order to prevent and mitigate negative consequences of a major accident on the natural and built environment and on the climate.
- REC communicates this environmental and climate policy to all persons working under the control of the company.
- REC reports on its environmental policy and performance publicly.
- REC encourages business partners to implement environment and climate friendly practices in line with this policy.



Steve O'Neil  
Chief Executive Officer  
REC Solar Pte Ltd