



SLAVERY AND HUMAN TRAFFICKING STATEMENT (Fiscal Year 2022)

This Statement is made in accordance with part 6, section 54 of the UK Modern Slavery Act 2015. This statement is a joint statement for Hanwha Q CELLS GmbH (further only Hanwha Q CELLS) and its wholly owned subsidiaries. In particular, it details the measures implemented throughout Hanwha Q CELLS to prevent forms of modern slavery and human trafficking. This statement relates to actions and activities during the financial year 1 January 2022 to 31 December 2022. It has been approved by the Board of Directors.

Our Business

Hanwha Q CELLS is the German subsidiary of one of the world's leading solar companies, Hanwha Q CELLS Co. Ltd., and thus part of the Hanwha Group. Hanwha Q CELLS operates sites in Germany in the Thalheim district of Bitterfeld-Wolfen and in Berlin. With the global centre for technology and quality in Thalheim, Hanwha Q CELLS forms the technological foundation for Hanwha Q CELLS' worldwide solar business.

The company also manages all sales activities in Europe from Germany. Hanwha Q CELLS is a full-service provider of clean energy solutions for municipalities, companies and private customers in Germany and Europe: from solar modules and systems, to electricity storage and cloud solutions, to electricity contracts for everyone.

Hanwha Q CELLS UK, Ireland and Scandinavia, located in London, is a sales branch on behalf of Hanwha Q CELLS and responsible for sales, marketing and services of Hanwha Q CELLS' product portfolio in the UK, Irish and Scandinavian markets within the utility, commercial and residential sectors.



Our Supply Chain

Hanwha Q CELLS firmly opposes using forced labour within the solar supply chain. Hanwha Q CELLS expects its service providers, suppliers and contractors to share its commitment to act lawfully and ethically and to work to ensure that modern slavery is not taking place within its organisation or within its supply chain.

To assist in these efforts, Hanwha Q CELLS supports the development of an industry-led solar supply chain traceability protocol as a tool for identifying the source of primary raw materials and inputs, and tracking their incorporation into finished products, including solar modules. It is being evaluated how such a tool could be gradually introduced at Hanwha Q CELLS Co. Ltd. worldwide production sites.

Hanwha Q CELLS implements supplier audits both at global and local scale for those vendors that provide critical resources, such as raw materials.

Hanwha Q CELLS also holds frequently scheduled surveillance audits for approved vendors in addition to demand audits to find root cause of, or verify corrective actions from, customer claims and quality issues.

Policies and Due Diligence Processes

Hanwha Q CELLS is committed to prevent, remove, and resolve any act of modern slavery. Fair labour practices and respect for human rights are promoted for all employees and workers in our supply chains. To follow through such commitment, Hanwha Q CELLS has established appropriate policies.

In addition to the laws and regulations in individual countries, there is also a series of agreements and recommendations from international organisations. They are primarily intended for the respective member states, but also serve as important guidelines for an international company. Hanwha Q CELLS therefore attaches great importance to ensuring that its actions as a company conform with such guidelines. These particularly include:

- The UN's General Declaration of Human Rights (1948) and the European Convention for the Protection of Human Rights and Fundamental Freedoms (1950)
- The International Labour Organisation (ILO) Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy (1977) and the ILO Declaration on Fundamental Principles and Rights at Work (1998)
- The OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (1997)
- OECD Guidelines for Multinational Enterprises (2000)
- The "Agenda 21" action plan for sustainable development (final document for the UN Conference on the Environment and Development in Rio de Janeiro, 1992)
- UN Convention against Corruption 2005.

Code of Conduct: Hanwha Q CELLS has established its Code of Conduct for business activities which is updated regularly and includes commitments to respect the human rights of employees and to eliminate modern slavery.

Hanwha Q CELLS' employees are sensitised to always act lawfully, ethically, and in the best interests of the company. Checks are carried out during in-house (internal) audits to ensure compliance with the Code of Conduct rules.



Code of Conduct for suppliers: Hanwha Q CELLS has a special Code of Conduct for Suppliers explicitly naming also the prohibition of modern slavery, which is presented to all direct suppliers. The code of conduct is published on Hanwha Q CELLS' homepage.

Whistleblower system: Hanwha Q CELLS' employees are encouraged to report suspected violations involving any form of forced labour through its Global Ethics Hotline, a confidential platform readily available at all times on Hanwha Q CELLS' internal Homepage to which all employees have access.

Working conditions at Hanwha Q CELLS: Further to flexible working hours and a holiday entitlement that exceeds the legal requirements, Hanwha Q CELLS' employees have access to a company health management system to promote health as well as a company reintegration management system to reintegrate employees who have been on long-term sick leave. These social facilities are also available to temporary workers who are on an equal footing with Hanwha Q CELLS' permanent employees.

Flexible working hours are regulated in a company agreement in which the working hours of all employees must be recorded regularly and which allows employees to compensate for overtime. Compliance with the company agreement is checked in regular audits.

Training

Hanwha Q CELLS' policies such as the Code of Conduct as well as the ethical hotline (whistleblower system) are part of Hanwha Q CELLS' regular trainings to ensure a high level of understanding of the risks of human rights violations in our business and supply chains.



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Forecast

Hanwha Q CELLS is evaluating current possibilities of risk assessment in its supply chains. In particular, a more comprehensive complaints system enabling reports concerning especially modern slavery and ESG topics is in current evaluation. The implementation of a risk management software is planned for 2023.

Berlin, 21st June 2023

Moon Hwan Cha
Managing Director
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