



Renewable Energy Systems Canada Inc.

5605 avenue de Gaspé, bureau 508

Montréal, Québec H2T 2A4, Canada

514 525 2113 | info@res-group.com

May 31, 2024

RE: MODERN SLAVERY REPORT FOR RENEWABLE ENERGY SYSTEMS CANADA INC.

1. INTRODUCTION

This report is prepared on behalf of Renewable Energy Systems Canada Inc. (“**RES Canada**”, or the “**Company**”) and describes the actions taken by RES Canada during the financial year ending October 31, 2023 (“**Reporting Period**”) to assess, prevent and reduce the risk that forced labour or child labour is used at any step in its operations and supply chains pursuant to the requirements of *Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“**Act**”). In this report, RES Canada uses the term “**Forced Labour**” to encompass both forced labour and child labour. This Report constitutes the first report prepared by RES Canada under the Act.

RES Canada and its parent group of companies, The RES Group (RES), supports the eradication and prevention of Forced Labour in all its forms including slavery, servitude and forced or compulsory labour, and human trafficking. RES does not permit, under any circumstances, the use of forced labour in its business and expect full compliance with all applicable legislation in this area.

2. ORGANIZATIONAL STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

RES GROUP

RES is a global business that develops and manages large scale renewable energy projects and related infrastructure. Headquartered in the United Kingdom, RES is the world’s largest independent renewable energy company and has been at the forefront of the renewable energy industry for more than 40 years. Over that period, RES has delivered more than 22 GW of renewable energy projects, and also currently supports a diverse global operational generation portfolio exceeding 9 GW. RES employs more than 3,000 people globally and is has office in 20 countries, with each country being led by a country manager with input from RES Group senior management. It has strong in-house engineering and technical capability and operates in 4 main technology areas: onshore and offshore wind, solar, storage and electricity transmission / distribution.

RES CANADA

RES Canada is based in Montreal, Quebec. The main business activities of RES Canada includes developing and constructing of renewable energy projects in the world.



3. POLICIES AND DUE DILIGENCE PROCESSES

RES Canada works within and applies a policy framework set at the RES Group level, which includes: RES Group Supply Chain Code of Conduct (Supply Code of Conduct), RES Group procurement policies and RES Group Modern Slavery and Human Trafficking Policy.

Supply Code of Conduct

The supply code of conduct sets out minimum behavioral standards that RES expects of its partners and suppliers in all countries in which RES operates or procures goods and services, all employees including subcontracted labour, and all suppliers of goods and services. This includes standards in relation to modern slavery, human rights and labour practices. Our supply chain partners must not engage in or benefit from forced or compulsory labour or human trafficking in any form. Employees must have the freedom of movement during their employment and the right to terminate their contracts at any time, provided they give reasonable notice. Wages, identity cards, travel documents, or other essential documents must not be withheld to prevent an employee from leaving their job. Recruitment fees or "deposits" from workers are prohibited, and no employment fees or costs should be charged, either fully or partially, to employees. The use of child labour is strictly prohibited in our operations and throughout our supply chain. RES' Supply Code of Conduct is being progressively applied to its key global suppliers and other suppliers, either contractually, or as a separate instrument signed by a senior representatives of the supplier.

Procurement Policies

RES procurement policies take account of the principles behind relevant global initiatives including the UN Global Compact and Ethical Trading Initiative Base Code. RES is a member of the United Nations Global Compact (UNGC) reinforcing its dedication to sustainable business practices. RES works with a broad supply chain including specialist equipment manufacturers. We believe that our suppliers should be working to ensure modern slavery does not occur. This includes our suppliers' subcontractors, who may use temporary and agency employees.

Modern Slavery and Human Trafficking Policy

RES Group's Modern Slavery and Human Trafficking Policy sets out RES Group's commitment to do all that is reasonably practicable to support the eradication and prevention of modern slavery and human trafficking. Like the Supply Code of Conduct, this policy applies to RES business activities in all countries in which RES operates or procures goods and services and all employees including subcontracted labour.

Due Diligence



RES periodically reviews risks related to modern slavery, focusing on major suppliers with a global manufacturing footprint, such as those providing wind turbines and electrical equipment for our projects. We have addressed the modern slavery issue with some of our closest partners in this sector. Measures taken by these partners include membership in the UN Global Compact, the publication of human rights policies, and the establishment of sustainability committees, codes of conduct, and communication routes for staff specifically addressing business ethics. Additionally, RES conducts social and environmental due diligence on projects and implements responsible supply chain management practices., which include a code of conduct for suppliers, monitoring of their suppliers, audits, and follow-up actions.

4. RISK OF FORCED LABOUR BEING USED AND REMEDIATION MEASURES

In assessing the risk in relation to Forced Labour, RES Canada works with suppliers of major equipment to identify any component manufacturing or sourcing from countries that could be considered higher risk (by reference to the latest edition of The Global Slavery Index). Through this RES Canada has identified that the vast majority of its project development, construction and operation activities are all taking place in countries considered relatively low-risk and take the steps set out above in relation to the activities of our supply chain. Despite this, RES Canada has identified Forced Labour risks in the following areas:

- The sector or industry it operates in
- The types of products it produces, purchases or distributes
- The locations of its activities, operations or factories
- The types of products it sources
- Tier one (direct) suppliers

During the Reporting Period, RES Canada did not identify any instances of Forced Labour in its activities and supply chains. Further, during the Reporting Period RES Canada did not identify any instances of loss of income of the vulnerable families as a result of the steps RES Canada has taken to eliminate risks of Forced Labour. For this reason, no remediation measures regarding these issues has been necessary.

5. TRAINING

At the moment, RES Canada does not provide a training dedicated to Forced Labour issues specifically.

6. ASSESSING EFFECTIVENESS



Though RES Canada does not currently have in place significant measures to assess its effectiveness in combatting Forced Labour, RES does conduct regular reviews and audits of its policies and procedures concerning Forced Labour and, in these reviews, considers how these policies and procedures could be improved.

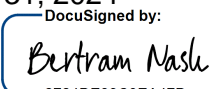
7. APPROVAL AND ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full name: Bertram Nash

Title: Procurement Manager

Date: May 31, 2024

Signature: 
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I have the authority to bind Renewables Energy Systems Canada Inc.