

••• WORKING TOWARDS A MORE SUSTAINABLE FUTURE

Our Environmental, Social and Governance (ESG) Commitment

Sustainability and social governance have been embedded in our company values and actions since the opening of our manufacturing facility in North America in 2011.

Over the next year, Silfab Solar will embark on a more formalized ESG policy, establishing benchmark recommendations and actions plans for implementation.

“At Silfab Solar our purpose is to make a difference in the world by reducing carbon emissions and improving access to clean energy with every module we make.”

AS A LEADER IN GREEN-ENERGY SOLUTIONS IN NORTH AMERICA, WE ADHERE TO THREE IMPORTANT INITIATIVES

1

ENVIRONMENTAL

Investing in technology and processes that create a positive contribution to the world and our climate

2

SOCIAL

Staying true to our core values to provide a positive and equitable environment for our employees, partners and the community

3

GOOD GOVERNANCE

Adhering to the highest standard of ethical operating and business standards

ENVIRONMENTAL

EFFICIENT USE OF RESOURCES

Silfab Solar operates out of three ISO 9001-2015 certified manufacturing facilities in North America and in September 2021 passed the rigorous ISO audit in all facilities.

- Currently in progress, we have made a commitment to monitor and track our water, energy and GHG consumption to establish benchmarks and recommendations for reduction and efficiency in all of our facilities.
- Silfab Solar has implemented energy conservation efforts including smart thermostats, energy-efficient lighting and motion detector retrofits where feasible within our facilities.

RESPONSIBLE WASTE MANAGEMENT / CHEMICAL USAGE / RECYCLING EFFORTS

- Silfab Solar safely disposes or recycles any chemical waste through vetted chemical and waste transport service companies.
- Silfab Solar does not use ozone-depleting substances in our facilities. Silfab adheres to the strict provincial, state and federal environmental laws where we manufacture our solar panels. Silfab does not use perfluorocarbons.
- Silfab Solar undertakes efforts to minimize the environmental impact of manufacturing. All ribbon and aluminum frame waste is recycled through a partnership program with a vetted recycling organization. Older or reduced functioning PV modules and components are

recycled through our partnership with a PV recycle organization. Our product packaging is minimal and where possible made with reusable and recyclable materials that can be returned for reuse.

- Within our business operations, we opt for digital copies where possible and adhere to a strict recycling program as part of our environmental policy.

PRODUCT DEVELOPMENT

- Silfab Solar is dedicated to advanced product development with on-site research and testing facilities. In 2019, Silfab, in partnership with international corporation DSM, designed and manufactured a metal wrap through back-contact solar panel designed for ease of disassembly for recycling of component parts.

SOCIAL

Silfab Solar is among the leading companies in the solar industry in terms of social sustainability and corporate governance.

Across North American we provide over 500 cleantech jobs and the plan is to add more jobs to the green-energy economy over the coming years.

From a Human Resource perspective, our HR policies and practices exceed provincial, state and federal guidelines and we continue to improve our policies based upon employee feedback and industry information.

EMPLOYEE HEALTH AND SAFETY, RIGHTS AND OPPORTUNITIES

COVID-19 Health & Safety Protocol.

The health and safety of our employees, our partners and the community continues to be of the highest importance to Silfab Solar.

During these unprecedented times with Covid -19, we quickly adapted our business operations in accordance with the government health and safety

policies and established a Covid-19 Response Task force which continues to meet on a weekly basis to adapt health and safety measures as needed.

- Silfab Solar provides mandatory health and safety training to all new employees and adheres to health and safety policies as well as weekly reporting for the well-being of our entire team.

EMPLOYEE RIGHTS AND BENEFITS

- We offer competitive wages and salaries, full health benefits, paid vacation and sick days as well as other employee benefits detailed in the respective employee handbooks.
- Employee Engagement & Opportunity
 - Silfab Solar managers provide Annual Performance Reviews with KPI's aligned to mutually developed and accepted performance metrics
 - Employee career development plans

WORKPLACE DIVERSITY

- At Silfab Solar, diversity drives innovation and growth. The combined talents and diverse backgrounds of the engineers, skilled technicians and business professionals result in the manufacturing of superior products and help to connect us to our partners and customers.

SOCIAL RESPONSIBILITY

- Silfab Solar currently works with a select group of international and domestic charities and not for profit organizations to provide sustainable energy resources to enhance the well being of impoverished communities. Our work with World Vision and GivePower has helped to improve the lives of over 30,000 people by providing clean energy to power schools, medical buildings and clean water.
- Silfab Solar has also been involved with Universities and colleges providing panels for research and experiential learning as well as paid internship opportunities.

GOVERNANCE

We have built our business operations on fostering a culture based on trust, integrity, reliability, transparency and excellence with our employees, suppliers and our customers.

BUSINESS CODE OF ETHICS

All employees operate under our **Code of Ethics** outlined in the **Silfab Solar Employee Handbook** and the expectation is that all employees within the company conduct business operations at the highest level of ethical and moral standards.

Silfab Solar established a **Vendor Code of Conduct** that is applicable to all global suppliers, partners and representatives who seek to sell

any goods or services to Silfab. This furthers our commitment to only work with organizations that adhere to Labour and Human Rights Laws, Health Safety and Environmental regulations and follow the highest standard of business ethics and integrity. A copy of our Vendor Code of Conduct can be found on our website.

PRODUCT QUALITY AND RELIABILITY

The Silfab Solar product team design our products specifically for the North American environment. All of our pv modules undergo extensive internal testing to ensure quality, safety and durability prior to undergoing additional

third-party industry recognized testing and certifications. Our automated manufacturing process within our ISO 9001-2015 facilities includes multiple quality checks throughout the manufacturing process to ensure that our partners receive the highest quality PV modules. Silfab Solar modules have also been recognized as a PVEL Top Performer for three consecutive years.

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