

STATEMENT ON MODERN SLAVERY AND HUMAN TRAFFICKING

This statement is made under the Modern Slavery Act 2015 and sets out the procedures that GENTEC CHP s.r.o. have put in place to prevent modern slavery from occurring in our business or supply chains.

Our business

We are a major Czech manufacturer of CHP units, micro-CHP units and trigeneration units fired by natural gas, biogas and other fuels. The Company's management, development center and production are based in Brno, a major center of science, research and innovative technologies. In the development and production of CHP units, we emphasize reliability, flexibility and functionality of the design. Equally important to us is a fair dealing and a partnership approach. More details about our business can be found at <http://www.gentec.cz>

Definition

Society believes that modern slavery includes:

- human trafficking
- forced labor through the mental or physical threat
- ownership or control by the employer through the mental or physical abuse threats of violation
- being dehumanized, treated as a commodity or bought or sold as a property
- be physically restrained or have one's freedom of movement restricted.

Commitment

The society recognizes its responsibilities in relation to tackling the modern slavery and commits to complying with the provisions of the Modern Slavery Act 2015. The organization understands that this requires the ongoing scrutiny of internal processes in relation to employees and the supply chain.

The Company does not knowingly enter into business with any other organization that supports slavery, servitude or forced labor.

No work provided by the Company in the provision of its own services is obtained through slavery or human trafficking. The Company strictly complies with the minimum standards required in relation to its obligations under the relevant legislation in force in the Czech Republic.

Chain of suppliers

We work with suppliers to prevent the risk of modern slavery in our facilities and our supply chain. We take a risk-based approach to our contracting processes and we continually review them. We assess whether the circumstances warrant the inclusion of specific prohibitions on the use of modern slavery and human trafficking in our contracts with third parties. We also use a risk-based approach to assess whether it is appropriate to give a written notice to the suppliers to comply with our Code of Conduct which sets out our minimum standards required to combat the modern slavery and human trafficking.

Potential exposure

The organization generally considers its exposure to slavery and/or human trafficking to be relatively limited. Nonetheless, we take steps to ensure that such practices do not occur in its business, as well as in the business of any organization that supplies goods and/or services to the Company.

Steps

The Company sets up processes in relation to the provision of potential modern slavery and/or human trafficking within its organization and works with suppliers to review their processes. As part of our ongoing risk assessment and due diligence processes, we consider whether the circumstances allow us to carry out checks on suppliers. In line with our risk-based approach, we require that:

- employers and recruitment agencies and other third parties who supply staff to the Company confirm that they comply with our Code of Conduct
- suppliers hiring workers through a third party obtain the agreement of those third parties to comply with our Code of Conduct

If we become aware that other individuals or organizations working on our behalf have breached this policy, we will ensure that appropriate actions are taken which may lead to the temporary restrictions on our mutual collaboration or even to its complete termination.

We have a zero tolerance approach to the modern slavery and human trafficking in our Company and our supply chains. The Company has not, to the best of its knowledge, done business with any other organization that has been found to be involved in modern slavery and human trafficking.

In Brno, Dec 1st, 2021

Václav Klein
CEO