



Ryse Energy

Modern Slavery Statement 2024-2025





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ORGANISATION

This statement, which has been approved by the Board of Ryse Energy Holdings Limited, applies to Ryse Energy Holdings Limited and its subsidiaries and Associated Companies. The information included in the statement refers to the financial year ending December 2024.

ORGANISATIONAL STRUCTURE

Ryse Energy Holdings Limited is the parent company of the Ryse Energy Group of Companies ("Ryse Energy Group") with operating companies in the United Kingdom, Spain, the United Arab Emirates and the United States of America.

Company Name	Incorporated in:	Registration
Ryse Energy Holdings Limited	United Arab Emirates	000003745
Ryse Energy Limited	United Kingdom	SC597624
Ryse Energy (UK) Limited	United Kingdom	05560436
Ryse Energia SL	Spain	B-87322822
Ryse Energy International Limited	United Arab Emirates	MC 12306
Ryse Energy LLC	United States of America	4992933
Ryse Energy Colorado LLC	United States of America	20131015314
Ryse Energy Systems Limited	Nigeria	7078559
Ryse Energy Projects (PVT) Limited	Sri Lanka	00299380

Ryse Energy (UK) Limited, Ryse Energia SL and Ryse Energy Colorado Limited operate as manufacturing units with Ryse Energy Limited, Ryse Energy International Limited, Ryse Energy LLC, Ryse Energy Systems Limited and Ryse Energy Projects (PVT) Limited operating as technical and commercial support organisations.

Each company within Ryse Energy Group has its own directors with Ryse Energy Holdings Limited, as parent company, also having representation on each operating entity.

Ryse Energy Group provides decentralized renewable energy solutions to the UK, the EU and international markets from its UK and European manufacturing sites. These can be provided either as a product supply or as a project with full supply and installation services.

The labour supplied to Ryse Energy Group in pursuance of its operations is carried out in a wide range of developed and developing countries where decentralized renewable energy installations are required to provide electricity to electrify communities and provide power for a range of commercial and industrial applications.

DEFINITIONS

Modern Slavery is the exploitation of people who have been forced, deceived or coerced into a life of labour and servitude.

Ryse Energy Group considers that Modern Slavery encompasses:

- Human trafficking, involving the movement of people by means such as force, fraud, coercion or deception with the aim of exploiting them.



- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- Being dehumanised, treated as a commodity or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

COMMITMENT

Ryse Energy Group acknowledges its responsibilities in relation to tackling Modern Slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Ryse Energy Group through its holding and operating companies understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Ryse Energy Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Ryse Energy Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Ryse Energy Group adheres to the standards required in relation to its responsibilities under relevant employment legislation in all countries where our employees are situated.

SUPPLY CHAINS

In order to fulfil its activities, the Ryse Energy Group main supply chains include those related to the supply of engineered components from various suppliers in the United Kingdom and Europe. Its renewable energy products can have in excess of 100 components in the final product from multiple suppliers.

POTENTIAL EXPOSURE

Ryse Energy Group considers its main exposure to the risk of slavery and human trafficking to exist in the area of subcontract installation services in developing countries because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, Ryse Energy Group considers its exposure to Modern Slavery to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

STEPS

Ryse Energy Group carries out due diligence processes with a view to ensuring that Modern Slavery does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Ryse Energy Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with Modern Slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Ryse Energy Group has taken the following steps to ensure that Modern Slavery is not taking place:

- reviewing its supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in Modern Slavery;



- put in place measures to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of Modern Slavery;
- creating action plans to address the risk of Modern Slavery;
- making clear through its Code of Conduct and other policy documentation that it has a zero-tolerance approach towards all forms of Modern Slavery.

KEY PERFORMANCE INDICATORS

Ryse Energy Group has set the following key performance indicators to measure its effectiveness in ensuring Modern Slavery is not taking place either within Ryse Energy Group or in its supply chains.

- Assess internal and external employment processes to ensure zero tolerance of Modern Slavery.
- Assess installation subcontractors to ensure zero tolerance of Modern Slavery.
- Access supply chains to ensure all companies are evaluated based on risk of Modern Slavery as a component of vendor assessment.

POLICIES

Ryse Energy Group will review all associated policies which further define its stance on zero tolerance of Modern Slavery.

TRAINING

Ryse Energy will update its training to staff to effectively implement its stance on Modern Slavery.

SLAVERY COMPLIANCE OFFICER

Ryse Energy Group has a Slavery Compliance Officer, to whom all concerns regarding Modern Slavery should be addressed, and who will then undertake relevant action with regard to the obligations of Ryse Energy Group in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date: June 2024

Signed:

Alistair M. Munro

Director

Ryse Energy Holdings Limited



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