



CORPORATE SOCIAL RESPONSIBILITY POLICY

SUNfarming GmbH

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CSR-POLICY

1 Introduction, Company Profile

The current generation has the unique opportunity and obligation to position our energy system on sustainable pillars. This path cannot be followed without coming to renewable. Leaving a clean environment to our children and grandchildren is our duty.

As a green company the employees and shareholders of Sunfarming feel an obligation to observe this responsibility to generate renewable energy.

SUNfarming helps the communities to make their own green energy for commercials or domestics.

With every newly-installed photovoltaic plant we'll come a step closer to the goal of renewable energies as the key source of energy supply.

SUNfarming is convinced that every photovoltaic plant that currently delivers electricity into the households is the independent energy supply for its immediate vicinity in the future.

To optimise the use of solar electricity via the consumer we are currently developing a smart grid system. This encompasses the direct incorporation of a decentralised filling station for e-mobility at the respective PV sites.

Solar-carports, loading stations, e-scooter or e-bikes, for private use or commercial, SUNfarming offer holistic, sustainable solutions with e-mobility. www.sunfarming.de

In 2014 SUNfarming established the first company in South Africa. The potential for solar energy using photovoltaic plants is significant for Africa. Continued economic growth and limited fossil sources in South Africa call for an ever increasing demand for sustainable and renewable green energy. SUNfarming South Africa assists clients in assuring a high quality installation for extensive periods of fault-free operation. www.sunfarming.co.za

Renewable energies form the key pillar for the future generation of sustainable energy and the development of local, sustainable jobs.

The philosophy of SUNfarming is to connect economic success with social responsibility and in an ethical manner, while safeguarding safety of people, supporting human rights and protecting the environment. We understand us as a bridge-maker between our company and the society.

"Shared success in developing countries"

We ensure that all matters of Corporate Social Responsibility are reflected in our operational and administrative function.

The following practices shall be utilized in an effort to strengthen corporate accountability, ensure ethical values, protect the interest of all stakeholders, respect and preserve the natural environment and help to improve the quality of life by empowering people not only within the business environment, but also throughout the communities surrounding our projects.

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2 General Human Rights

At SUNfarming we aim to respect fundamental human rights and the self-respect of people. We will,

- Not allow human rights abuses, and will not engage or be complicit in any activity that encourages human rights abuse.
- Always endeavour to build trust and exhibit respect for human rights in all relationships we enter into, including respect for cultures, customs and values of individuals and groups.
- Seek means to avoid or mitigate adverse human rights impacts that are directly linked to our business operations, products or services or by a business relationship, even if we do not contribute to those impacts.
- Provide for or join forces through legitimate procedures in the remediation of adverse human rights impacts where it is identified that we have caused or contributed to these impacts.

3 Employment Standards, Labour Rights

SUNfarming is committed to guarding human rights of everyone who works for the company and all those who have relations with it. As a socially responsible company, we support the UN declaration of Human Rights that sets “common standards of achievement for all people and all nations”:

- Pay equity shall be enforced and fair compensation shall be given; minimum wage law will be enacted.
- Employees shall have the opportunity to develop their personal capacities by participating in work and life skills training programs.
- Public health services shall be supplied to all employees.
- Employees shall experience a safe and respectable work environment.
- Not employ workers under the legal minimum age for admission to work required by the law of the country.
- Not discriminate against any person based on race, caste, origin, religion, disability, gender, sexual orientation, political affiliation or age.
- Not tolerate sexual or racial harassment or intimidation. We will abide by the non-discrimination laws in the country where we operate.
- Not use or allow use of physical punishment, mental or physical pressure or verbal abuse.

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4 Child Labour

SUNfarming strongly discourages practices that are harmful to children's physical, mental, and moral development.

- No minors under the age of 14 shall be employed.
- SUNfarming will adhere to all international and treaties regulations regarding child labour, such as ILO.
- SUNfarming will not make use of involuntary and/or forced labour and will adhere to all international and treaties regulations regarding forced labour.
- SUNfarming ensures that for workers above the age of 14, who have not completed essential schooling, their jobs will not obstruct completion of their education.
- We will not allow adolescent workers to work overtime, at night, or in hazardous jobs.
- All employees are required to remain attentive to any evidence of child labour abuses in operations linked to our operations. If an employee suspects child labour, s/he must immediately report the incident to concerned manager.
- We commit that if child labour is discovered, the company will remediate the circumstances in the best interests of the child and his or her family

5 Gender Equality

At SUNfarming we believe that the company benefits from employing both women and men at all levels of responsibility, and across all areas of work. We are committed to maintain a strict non-discrimination policy and seeking to provide positive work environment free from gender discrimination, harassment or victimisation.

- SUNfarming is committed to work to eradicate gender inequality and harassment, and to promote equality of opportunity and treatment for women and men.
- SUNfarming will seek to provide a supportive environment for employees, who make claims of discrimination or harassment.
- Payment and recruitment services shall not discriminate on the basis of age, race, gender

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6 Non-Discrimination Policy

SUNfarming and its affiliates shall maintain a strict non-discrimination policy. SUNfarming adhere the following principles

- Recruitment and all employment practices shall not discriminate on the basis of a potential employee's age, race, sex, sexual orientation, marital status, religion, or national origin, or disability.
- Sexual harassment of any form, whether it be in gesture, written form, or spoken, will not be tolerated.
- Employers shall not retaliate should an employee either complain about job discrimination or engage in a job discrimination investigation or lawsuit.
- Acts of violence or hatred, including but not limited to verbal abuse, slurs, threats, vandalism, and physical violence or conduct directed against person(s), because of any of the factors mentioned above, will not be tolerated
- Employers shall not retaliate should an employee either complain about job discrimination or engage in a job discrimination investigation or lawsuit.

7 Workplace: Safety, Health and Environment (SHE)

Our employees are the key for our success, therefore we offer them a secure and pleasurable work environment with many possibilities for individual development.

SUNfarming commits to maintain a safe and clean working environment to protect the health and safety of all individuals linked to our business. All construction activities shall have a high standard of sustainability. We will,

- provide a clean and safe working environment, free from toxins and/or other harmful pollutants that may cause risk to an employee's health.
- provide access to clean water for all employees, and all employees shall execute all job responsibilities within a clean-air environment.
- ensure that all employees are informed regarding the proper use of equipment and protective clothing.
- Ensure capability on SHE matters through awareness at all levels in the organisation, including creating an understanding of individual responsibilities for safety, health, and the environment.
- Undertake evaluations and assessments to identify risks to safety, health, and the environment from company operations and ensure that suitable control measures are implemented.
- ensure that all hazards are properly monitored and record kept of workplace injuries and illnesses.
- Promote programmes to achieve energy and resource efficiency.

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8 Anti-Corruption

Accepting bribes or bribing in any form shall be strictly prohibited. SUNfarming and its affiliates shall refrain from entering into or carrying out anti-competitive agreements among competitors.

- A system of internal checks and control provisions shall be implemented to ensure that assets are recorded as necessary to permit preparation and accuracy of financial statements, as well as to maintain accountability for those assets.
- Access to assets shall be limited to management's authorization.
- we will not take part in acts of corruption, or pay bribes or receive kickbacks either directly or indirectly

9 Society and Environment, Development Services

The employees and shareholders of SUNfarming feel an obligation to observe responsibility for the limited sources of fossil energy all over the world. In corporation with local partners in Syria SUNfarming established training center in photovoltaic for sustainable capacity building (job-creation) in the field of renewable green energy.

In countries like for example South Africa we work together with Non Profit Organizations and Research Units: AUHTeR (African Unit for Trans-disciplinary Health Research, Faculty of Health Sciences, North-West University Potchefstroom. AUHTeR is specialized in health and ethic criteria in implementing projects in low income communities and in training undereducated people.

www.flagh.co.za

- SUNfarming will provide and strive to maintain a clean, healthy and safe working environment in line with Health and Safety policy and safe system of work
- SUNfarming will offer trainings in developing countries regarding ethic and health criteria
- SUNfarming will help the people creating a healthy holistic lifestyle
- we will work with local schools and NPO for mutual benefit
- all our business activities shall comply with environmental legislation and regulations
- SUNfarming business activities shall maintain a commitment to sustainable planning, building and construction practices
- any found polluter shall be properly penalized partnerships shall be made with the local communities to emphasize collaborative projects in an afford to create sustainable practices

In South Africa Sunfarming will follow the guidelines of Black-Economic-Empowerment to economically support discriminated population groups, this includes:

- training for capacity building and a local development to help reducing poverty
- Human resources development and employment equity
- enterprise development
- production of the supply chain, e.g. PV modules, substructure in South Africa

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Members of SUNfarming working in an honorary capacity for Non Profit organizations:

since 2002, Germany, Berlin, BRM Bundesverband für Regenerative Mobilität:

- Mr. Peter Schrum, Chairman of the SUNfarming Board:
Is honorary working as president of the BRM, Bundesverband für Regenerative Mobilität (Federal Association Renewable Mobility).
- Mr. Martin Tauschke, CFO of SUNfarming:
Is honorary working as CEO of the BRM, Bundesverband für Regenerative Mobilität (Federal Association Renewable Mobility). www.brm-ev.de

Sponsoring:

- SUNfarming supports various sport organisations through its donation and is the main sponsor of the youthsponsorship Handball-Team Pahlhude/Tellingstedt, Germany, www.tsv-pahlhude.de
- The youth canoe club in Potsdam/Berlin, Germany is financially and logistically supported by SUNfarming. www.kcpotsdam.de
- We also financially sponsor the "Förderverein Handball SV Grünheide", www.handball-grünheide.de

10 Supply Chain Management

Suppliers are expected to respect this policy and have the same standards. Doing so should result in durable cooperation based on equal principles

- Relations between suppliers and contractors must be deemed a priority.
- Knowledge, technology, and ideas between supplier and businesses shall be exchanged frequently.

11 Communication of the CSR-Policy

All staff and employees of SUNfarming shall be handed a copy of the policy. To reach our other stakeholders the policy shall be made public through the website of SUNfarming.

12 Controlling Authority of Policy

The policy shall be strictly applied by the management of SUNfarming and its affiliates. The management shall take all feedbacks and signals from our stakeholders where the policy is not respected very seriously.