

Modern Slavery Statement

25th May 2022

Made pursuant to the Australian Modern Slavery Act 2018

Reporting Entity

This statement relates to KerryJ Investment Pty Ltd (ABN 73 108 633 227) (Referred to as Clenergy Australia). Clenergy Australia is a privately owned Australian company.

Business Overview

Clenergy Australia specialises in the development, manufacturing, and marketing of solar mounting & cable management systems. We offer solutions that empower installers to manage their solar & building designs with ease. With over 15 years of experience across a diverse range of ground and roof profiles, we can answer complex questions and simplify the engineering process for any building or ground mount solution in the residential and commercial space.

Governance and Policy Framework

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our *Employment Manual* and *Identification of Laws and Regulations and Compliance Evaluation Control Procedure* (Referred to as *Anti-Slavery Policy*) reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our supply chain

To provide our products and services, we procure a range of raw materials such as aluminium extrusion, timber, plastic components, and associated hardware from third-party suppliers in Australia, China and Indonesia, who may enter into sub-contracts with their suppliers.

We have zero tolerance for slavery and human trafficking. We expect those in our supply chain to comply with our values and ethics.

To this end, we have the following measures in place:

- Our *Employment Manual* and *Identification of Laws and Regulations and Compliance Evaluation Control Procedure* outlines the purpose and values which govern the Clenergy Australia way of working across our business units globally. It emphasises the need to respect and value those we work with, and it requires colleagues to act fairly and ethically in all that they do.
- All existing suppliers and their sub-supplier are committed to complying with our *Anti-Slavery Policy*.
- We have *Employee Complaint Channels Policy* and an independent system in place to encourage the reporting of concerns and the protection of whistleblowers.
- Our Legal Director of Clenergy Group is responsible for overseeing the implementation of our *Anti-Slavery Policy* and the annual preparation of our slavery and human trafficking statement.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will train our staff involved in procurement and / or with responsibility for our supply chain management.

Our Effectiveness in Combating Slavery and Human Trafficking

If we discover a violation of our *Anti-Slavery Policy*, we will respond in a manner proportionate to the nature and extent of the breach.

This statement was approved by KerryJ Investment Pty Ltd t/a Clenergy Australia on 25-May-2022 for the financial year commencing 2022 and ending 2023.

Daniel Hong
Founder & CEO