



## **Modern Slavery Statement for Financial Year 31 December 2019**

This statement which was approved by the Mainstream Renewable Power Board of Directors on 9 June 2020 is made in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps that Mainstream is committed to taking to combat slavery and human trafficking in our business and supply chain.

### **Organisation Structure**

Mainstream is a global company operating in the renewable energy sector with its primary business being the development of large-scale wind and solar power projects. Mainstream Renewable Power Ltd is an Irish company with its head office in Dublin and is the ultimate parent company of the Mainstream group. The Mainstream group has over 250 employees worldwide and operates in Europe, North and South America, Africa, and Asia.

### **Our Business**

Mainstream's business model is to develop renewable energy projects in growth markets and we offer the capability of managing these projects through the construction phase and into commercial operation. We work with a broad range of suppliers including turbine manufactures, EPC contractors, balance of plant engineering services, specialist electrical equipment suppliers and installers and construction contractors, as well as technical and information service providers to all our offices worldwide.

We look to appoint high calibre of contractors who follow best practices in regards to employee health and safety, working conditions and equitable pay.

### **Our Policies**

Mainstream is committed to working to prevent any form of modern slavery or human trafficking taking place in our business and supply chain and we look to develop projects in accordance with the Mainstream Global Development Standard © ("GDS"). The Mainstream GDS, which is our in-house project development system, is benchmarked against the UN Guiding Principles on Business and Human Rights and the World Bank Group Environmental, Health and Safety Guidelines. It is also aligned with the IFC Environmental and Social Standards and the Equator Principles with a view to adhering to international best standards throughout all stages of the project lifecycle.

Our Modern Slavery Policy and the Mainstream Code of Conduct reflect our commitment to acting ethically and with integrity in all our business dealings. Our recruitment policies and processes are focused towards encouraging and supporting the fair treatment of all employees and contractors in accordance with the highest standards of labour practices. The Mainstream Whistleblowing Policy is freely accessible to all employees and provides for confidential reporting on any matter deemed to be in breach of company policies including human rights violations.

As part of our initiatives to identify and mitigate risk of modern slavery or human trafficking we undertake thorough due diligence on our potential partners and encourage partners and suppliers to share our commitment to combating modern slavery and human trafficking in their own supply chains. During the 2019 financial year, we introduced due diligence questionnaires for potential new partners and key suppliers which seek information from these parties on their own organisational structures, policies on modern slavery, subcontractor arrangements and compliance monitoring. Where a potential new partner or key supplier does not have a modern slavery policy, Mainstream requests them to confirm in writing that they will adhere to Mainstream's modern slavery policy. In 2019, we introduced new wording, on the prevention of modern slavery, into our contract templates. A further initiative in 2019 is the introduction of a compliance workshop for new partners. These workshops cover a range of compliance matters including modern slavery and provide a forum for both sides to affirm their commitment to ethical and transparent business practices.

### **Our Training**

All staff receive induction training on the Mainstream Code of Conduct and our group compliance policies which include modern slavery and human trafficking. It is company policy to ensure that all employees are made aware of the risks which modern slavery and human trafficking pose to our business and we will continue to promote and create awareness of our policies in this regard.

### **Continued Commitment**

Mainstream is firmly committed to a zero-tolerance approach to all forms of modern slavery and we will continue to demonstrate this commitment in all aspects of our business in the forthcoming financial year.

A handwritten signature in black ink, appearing to read 'A. M. Kinsella', written in a cursive style.

**Andy Kinsella**  
**Chief Executive Officer**