



Hiring code of Conduct

Soly

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Purpose

With the publishing of our Hiring Code of Conduct, we hope to set a precedent for hiring managers, as who we select in our interview processes is essential. As we expand quickly internationally, we must adhere to the highest standards set for ourselves, and by B Corp. With each new employee we hire, our culture is changed for the better or worse, and we need to be in control of this; Soly pledges to be a part of the climate solution, all while improving the lives of its stakeholders. This being said, our employees need to adhere to and advance these ideas further.

Specifications

As a hiring manager of Soly, we adhere to the following principles and standards that we set for ourselves, along with the standards followed by B Corporation. Implied in this Hiring Code of Conduct is in full compliance with all federal laws and regulations. When hiring a new employee, remember that we are dedicated to:

- Operating for the sole purpose of making solar energy accessible for everyone, combating climate change, and improving communities in which our impact reaches
- Conducting business in alignment with the highest standards of ethical conduct, set for ourselves, along with the ethical standards set by the B Corp movement
- Meeting and exceeding the solar energy needs of our customers and partners, with the highest knowledgeable and professional knowledge and means
- Improving workplace diversity to better reflect the general population of our office locations
- Increasing representation from low-income and minority communities, including refugees
- Adhering to the standards B Corporation sets for its member organisations

Implementation

This Hiring Code of Conduct and our stances on inclusion, racial justice, employee reviews, equality, harassment, and hiring are applicable to all Soly employees, owners, and board members. It is the personal responsibility of each individual to not only address these topics outlined in this code but take them to heart. When a hiring manager considers the hiring process, they need to consider the long-term goals of Soly and B Corp.

Background

As Soly expands beyond its home country of the Netherlands, the mission and standards set by Soly and B Corp need to be protected and adhered to. We need our mission and values to remain intact and evolve as we grow into a larger player in the solar energy industry. Part of our values is improving the representation of minority groups in our areas of operation, along with ensuring our hiring process is conducted fairly.



Certified B Corp organizations meet the highest standards of social equity, environmental performance, public transparency and moral accountability to balance profit and mission. This is how we help build an inclusive and sustainable economy.



Inclusion

Soly has been a certified B Corp since 2018 and holds these ideas close to heart. We pledge to review new applicants fairly and take socioeconomic status, race, and age into account. If invited for an interview, the hiring committee will be race-conscious when selecting candidates, as the inclusion of historically excluded individuals is not only part of our B Corp mission, but also the key to providing opportunities for upward mobility.

Racial Justice

Soly stands against racism and all forms of oppression including transphobia, classism, sexism, and xenophobia. We commit to a focused and sustained action to dismantle racist systems, policies, practices, and ideologies within ourselves and our networks. As we continue to learn about injustice, we embrace radical reorientation of our consciousness and will listen to the voices of Black, Brown, Refugee, and marginalised peoples to catalyse equitable outcomes for all.

Racism and injustice are not hard to see in society if you choose to look.

Pay Equality

Soly pledges to pay for equal employment, regardless of sex, race, socioeconomic background, sexual orientation, or any other personal characteristics.

Our Goals

Increase our percentage of employees who identify as female in the workplace to 25% by the end of 2023. While we do not have any specific quotas for employees from minority backgrounds, we do want to remain race-conscious as we hire new employees. This means that we will account for the employee's opportunities along with financial standing to increase upward mobility for underrepresented groups.

As of the writing of this report, the demography of the Netherlands is approximately 79,3% Dutch, while the remaining is made up of minority groups including other Europeans, Indos, Turks, and Moroccans. 2-3% of Dutch citizens identify as LGBTQ+, while women make up just over 50% of the population. The goal of Soly is to reflect this diversity within our workplace to the best of our ability.

Effective Date

This Hiring Code of Conduct will begin taking effect as of January 1st, 2023.