



Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that IES Utilities Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Integral Utilities Group Ltd. has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

Our business operates within the Energy and Utilities sector and as such utilises skilled labour to execute our operations. To support our activities, we utilise subcontractor and material / equipment suppliers.

Our High-Risk Areas

Foreign Worker Engagement - We engage skilled workers from non-UK countries and have identified each countries Global Slave Index score. To ensure the risks of Modern Slavery is eliminated, we have developed partnerships with external organisations and developed processes and procedures to ensure those we employ are not exposed to any risk to Modern Slavery and / or Human Rights abuses.

Procurement - We have identified that our Personal Protective Equipment and Corporate Workwear is sourced by our suppliers from manufacturers not based within the UK. As such we have undertaken assessment of these suppliers to ensure they meet with legislative and IES Utilities Group requirements for ensuring Modern Slavery and / or Human Rights abuses do not exist within the manufacturing process.

Our Subcontractors - IES Utilities Group engages subcontractors in support of the service delivery we provide to our clients. We evaluate each of these subcontractors at regular intervals and confirm they have the correct processes and procedures in place for ensuring suitable and sufficient controls for the identification and elimination of Modern Slavery and / or Human Rights abuses. IES Utilities Group requires all subcontractors to:

- (For international suppliers) Pay their employees any prevailing minimum wage applicable within their country of operations.

- Take steps to eradicate Modern Slavery within their business
- Hold their own suppliers to account over Modern Slavery
- Pay their employees at least the national minimum wage / national living wage (as appropriate)

IES Utilities Group reserve the right to terminate any contract at any time should any proven instances of Modern Slavery come to light.

Our Supporting Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Equality Policy - We are committed to the principle of equal opportunity and that no job applicant or employee shall receive less favourable treatment because of their sex, marital status, race, colour, nationality, national origin, ethnic origin, age, sexual orientation, religion, belief or disability. Similarly, no person shall be disadvantaged by any other condition or requirement that cannot be shown to be justifiable.

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Signed

A handwritten signature in black ink, appearing to read 'B Flynn', written over a light blue horizontal line.

B Flynn
Chief Executive Officer
20 July 2026

