

Itron's UK Modern Slavery Statement : 2022

Introduction

The Modern Slavery Act 2015 ("the Act") came into effect on 29th October 2015. This statement, as required under the Act, sets out the steps Itron Metering Solutions UK Ltd ("IMS"), a subsidiary of Itron, Inc. ("Itron"), is taking to reduce the risk of slavery and human trafficking taking place in its supply chains, or in any part of its business.

Itron's success relies on our commitment to operate predictably, profitably and with integrity. Everything we do is grounded in a strong foundation of ethical conduct as well as responsible, accountable, and transparent business practices. As a signatory of the UN Global Compact, and as an organization committed to stakeholder engagement, we strive to build trust through all that we do.

Itron has zero tolerance to slavery and human trafficking in all its business dealings. We are committed to the prevention of slavery and human trafficking in all its forms and will not tolerate or condone it within any part of its business or supply chains.

Our Business

Itron is a world-leading technology and services group of companies dedicated to the resourceful use of energy and water. The Itron group of companies provide comprehensive solutions that measure, manage and analyse energy and water. Our broad product portfolio includes electricity, gas, water and thermal energy measurement devices and control technology; communications systems; software; as well as managed and consulting services. IMS carries Itron's business in the UK.

IMS holds ISO9001, ISO14001, ISO27001 and Cyber Essentials certifications, which frame the Business Management System.

Our Supply Chain

Our supply chain includes the provision of goods and services that are required for us to deliver solutions and products to our customers. We expect our suppliers to understand their obligations and ensure that they and their supply chains, are also compliant.

Most of our devices are designed and manufactured within the Itron companies and most components are sourced from overseas suppliers, outside the European Union ("EU").

Our Policies & Diligence

We have several policies and procedures currently in place that contribute to ensuring modern slavery does not occur in our business or supply chains.

Itron's Code of Conduct (available [here](#)) outlines its commitment to uphold ethical business practices and to meet or exceed applicable legal requirements. The Code of Conduct applies to all IMS employees, directors, and controlled entities, regardless of location or role.

Furthermore, Itron's Supplier Code of Conduct (available [here](#)) specifically prohibits the use of suppliers who breach laws or regulations or use child or forced labour or physical punishment to discipline employees, even if allowed by local law. The Supplier Code of Conduct applies to all IMS suppliers, vendors, contractors, service providers, consultants, and subcontractors (collectively "suppliers"). Itron requires all suppliers to acknowledge and agree to abide by the Supplier Code of Conduct before doing business with Itron. Depending on the type of goods and services being provided and the origin of the supply chains involved, further due diligence may be undertaken if necessary.

Itron's Global Human Rights Policy (available [here](#)) addresses anti-slavery and human trafficking, which reflects our commitment to acting ethically and with integrity in all our business relationships. The policy applies to the entire workforce, and the Itron's business relationships, including partners, agents, vendors and suppliers, and includes a specific focus on the prevention of Human Trafficking, Forced Labour and Child Labour and supplier Responsibility. The policy also provides information on the reporting of human rights concerns, through Itron's third-party operated reporting hotline. During 2022, IMS did not receive any complaints about forced or compulsory labour, or human trafficking.

Itron provides a reporting hotline (www.itron.ethicspoint.com) for anyone to report concerns they may have in relation to our activities, including our supply chain. The hotline is maintained by a third party and allows for reporting in multiple languages as well as anonymous reporting. Potential violations are taken very seriously, and allegations are investigated in a timely and discrete manner. Itron policy prohibits retaliation against any individual making a report in good faith.

Itron has a legal and compliance function that provides the business with objective and comprehensive assurance and advisory services, including evaluating of the effectiveness of internal controls, as well as compliance with the Itron's internal policies, including the matters set out in this statement.

So far, Itron has not needed to take any action against a partner or supplier in respect of slavery and human trafficking. We continue to keep this under review.

Developments since January 2021

We have taken steps to strengthen our policies and practices to ensure we remain vigilant against the threat of modern slavery:

- United Nations Global Compact: In May 2022, Itron signed onto the United Nations Global Compact. Itron's profile and letter of commitment are available [here](#).
- Code of Conduct Update: In September 2022, Itron significantly updated and revised its Code of Conduct. The updated Code of Conduct contains a new section that specifically addresses Itron's commitment to human rights, including a commitment to labour standards and prohibition on the use of forced and child labour.
- Training: Since the implementation of the Global Human Rights Policy in 2020, Itron has provided mandatory annual training to employees on combatting human slavery and preventing human trafficking. In 2022, 99.9% of employees completed a module for Combatting Modern Slavery.
- Company Commitment: In conjunction with Itron policy updates and mandatory annual training modules, all Itron managers received instructions to support the Itron's commitment to business excellence and integrity by conveying to their team the importance of supporting Itron's initiatives with regard to preventing modern slavery and human trafficking and completing the training modules.
- Reporting: Itron's reporting hotline website, includes specific reference to human trafficking and labour violations has been updated to enable easier reporting. In 2022, Itron added mobile intake options to the reporting hotline. Itron is in the process of distributing updated reporting hotline posters to all sites.
- Diligence: Itron continues to incorporate human trafficking, modern slavery, forced and child labour, and other related human rights concerns into its due diligence processes for third parties.

Further Development

- The next step will be to continue to incorporate specific questions relating to modern slavery in risk assessments related to third parties and Itron's supply chain.
- In addition to formal training modules, Itron will continue to promote awareness of modern slavery issues throughout the company.
- Itron will continue to promote reporting, including through our reporting hotline, to ensure employees understand all of the available routes to speak out, the reporting process, and the support that is available to them.

This statement is made in accordance with section 54(1) of the Act and constitutes the Itron's slavery and human trafficking statement for the financial year ending 31 December 2022, which is approved on behalf of the Board by the Managing Director. This statement shall be reviewed and updated as appropriate.

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Chantelle Landers
Director
Itron Metering Solutions UK Ltd.