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# Itron's UK Modern Slavery Statement : 2024

## Introduction

This statement is issued pursuant to the UK Modern Slavery Act 2015 for the financial year ending 31st December 2024. This Statement is filed by Itron Metering Solutions UK Ltd ("IMS"), a subsidiary of Itron, Inc. ("Itron"). As at the date of this statement, IMS does not own or have control over any other entity.

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 organisation committed to stakeholder engagement, we strive to build trust through all that we do.

Itron has zero tolerance for slavery and human trafficking in all its business dealings. We will not permit slavery or human trafficking within any part of our 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. Itron, Inc. is the ultimate parent company of a group of 50 subsidiaries, incorporated across 33 countries and 5 continents. Itron provides comprehensive solutions that measure, manage and analyse energy and water consumption. 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.

## 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. Our products require a wide variety of components and raw materials, which we source from multiple suppliers and vendors. Raw materials used for our products include castings made of metal or alloys, plastic resins, glass, and other electronic components, such as microprocessors and semiconductors.

While we manufacture and assemble a portion of our products within Itron, we outsource the manufacturing of many products and sub-assemblies to various manufacturing partners, who follow design specifications, quality assurance programs, and standards that we establish. Our manufacturing facilities are located throughout the world: we have two facilities in the United States, three in France, one in Germany, one in Italy, and one in Indonesia.

We expect our suppliers to understand their obligations, adhere to our Supplier Code of Conduct, and ensure that they, and their supply chains, are also compliant.

We map our supply chain and classify suppliers and conduct risk-based vetting to identify and remediate compliance risks, including modern slavery. Given the sectors and industry in which we operate, we recognise that there is a level of risk that we must pay attention to. Some of the raw materials we source for our products, as well as some countries in which such materials are sourced, present a higher likelihood of modern slavery risk. Our use of third-party manufacturers also adds to our risk profile because we have less control over their hiring and labour practices.

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## 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 our commitment to uphold ethical business practices and to meet or exceed applicable legal requirements. The Code of Conduct applies to all employees, and directors, of Itron entities, regardless of location or role. The Code contains a section that specifically addresses Itron's commitment to human rights, including a commitment to labour standards and prohibition of forced and child labour.

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 suppliers, vendors, contractors, service providers, consultants, and subcontractors of Itron (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, as well as to 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.

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. The reporting hotline website, which includes specific reference to human trafficking and labour violations, has been updated to enable easier reporting. Itron added mobile intake options to the reporting hotline. 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 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.

## Remediation Measures

We recognise that any forced labour or child labour found in an organisation's business or supply chain must be stopped immediately. To date, we have not identified any instances of forced labour or child labour in our business or supply chain, therefore, no remediation measures have been necessary, and no measures have resulted in loss of income to vulnerable families.

## Training

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Since the implementation of Itron's Global Human Rights Policy in 2020, Itron has provided mandatory training every two years to employees on combatting human slavey and prevention of human trafficking. In 2023 and 2025, 99.3% and 98.8% of employees, respectively, completed a module for Combatting Modern Slavery.

**Assessing Effectiveness**

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 Supplier Code of Conduct.

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 work with suppliers to ensure compliance with our policies.

**Further Development**

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 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 Itron's UK Modern Slavery Statement for the financial year ending 31 December 2024, which is approved on behalf of the Board by the Managing Director. This statement shall be reviewed and updated as appropriate.

**Signed by:**

Chantelle Landers

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Chantelle Landers
Director
Itron Metering Solutions UK Ltd.