



TRITON POWER

MODERN SLAVERY STATEMENT

Triton Power Group's UK Modern Slavery Statement for the Financial Year 2025.

We are committed to acting ethically and with integrity in all of our business dealings and relationships and to implementing and enforcing effective systems and controls to combat modern slavery and human trafficking in our own business and in any of our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners and we expect that our suppliers will hold their own suppliers to the same high standards.

Modern slavery is a grave violation of human rights, encompassing slavery, servitude, human trafficking, forced labour, child labour and other slave-like practices. Modern slavery is a global issue that typically occurs in industries that are labour intensive, low skilled and often underregulated. Supply chains can be large, complex and multi-tiered, including our own.

Organisation's structure and our business

Triton Power Limited is a power generator with an overall capacity of 1.35GW, jointly owned by SSE plc and Equinor ASA. We provide power to the UK wholesale electricity market, stability services to the National Grid electricity system operator and power and process steam to local customers through our UK power stations. This statement applies to Triton Power Limited and all of its subsidiary operating companies comprising: Saltend Cogeneration Company Limited, Indian Queens Power Limited and Deeside Power (UK) Limited, all of which are private limited companies operating and registered in England and Wales (the "**Triton Group**").

- Saltend Cogeneration Company Limited owns and operates Saltend Power Station which is a combined cycle gas turbine (combined heat and power) power station located on the Humber

Estuary in East Yorkshire. The station has an output capacity of 1200 MW providing power to the UK electricity market, and power and steam to the adjacent chemicals park.

- Indian Queens Power Limited owns and operates Indian Queens Power Station which is an open cycle gas turbine power station located near St Dennis, Cornwall which predominantly provides synchronous compensation services to the National Grid. The station also has the capability to provide up to 140MW of electrical power during peak periods or when the UK electricity market is in distress.
- Deeside Power (UK) Limited owns and operates Deeside Power Station which is a former 500MW gas-fired power station which ceased generation in 2018, the station now provides synchronous compensation services to the National Grid.

In 2025 the Group had a global annual turnover of £416 million.

Responsibility and Oversight

Our board of directors has overall responsibility for the effective operation of our policies and this statement relating to modern slavery and human trafficking.

All persons working for us or on our behalf in any capacity, including directors, employees, agency workers, agents, contractors, external consultants, third-party representatives and business partners are responsible for identifying and notifying the business of any concerns or suspicions of modern slavery or human trafficking anywhere in our business or supply chain.

The Management Committee of the Triton Group which consists of directors of Triton Power Limited and members of senior management have responsibility for investigating, assessing and responding to modern slavery and human trafficking incidents, concerns and suspicions raised to the business.

The Board has responsibility for reviewing this statement annually (and periodically as required) from a legal and operational perspective.

This statement applies to all persons working for us or on our behalf in any capacity, including directors, employees, agency workers, agents, contractors, external consultants, third-party representatives and business partners.



Day to day governance and ownership of modern slavery risk is managed by the Triton management team. The Board of Directors of Triton Power Group oversee the business' policies and procedures and governance relating to modern slavery.

Any concerns or reports relating to modern slavery are escalated to internal senior management for investigation. Where, following review, a concern is considered to have substance, the matter is escalated to the Board of Directors for awareness, oversight and consideration of any appropriate further action.

Our supply chains

Our supply chain includes; owners, regulators, professional associations, insurers, partners, customers; and suppliers.

In terms of our suppliers, this includes providers of goods and services for the operation and maintenance of our UK power assets and also capital investment projects.

We have mapped the locations of our first-tier suppliers and have identified that a significant proportion (over 90%) are entities located in the UK. Of the small number of international first-tier suppliers, we have identified that no entities are located in countries with a higher prevalence of modern slavery. Whilst considered a low risk, there remains a risk of modern slavery risk in the UK. For example, applicable to our business and as covered elsewhere in this Statement, there is understood to be potential for modern slavery in the construction sector in the UK.

The Triton Group supply chain does include an international supply chain both at and beyond tier 1 suppliers. Certain key suppliers, including in relation to original equipment manufacturers, have supply chains in the Far East where we understand that there may be a higher risk for prevalence of modern slavery. We require all contractors and suppliers to have in place modern slavery policies which are consistent with those of the Triton Group and require evidence of this as part of procurement due diligence exercises.

With a number of construction projects underway at Triton Group sites within the UK we are aware of, and have considered the potential sector risk for, modern slavery within the construction sector. It is acknowledged and understood that the construction sector includes labour intensive industries where there is potential for sub-standard working conditions, unfair wages, vulnerable and migrant workers. Triton Power are alert to these issues and actively look for signs of modern slavery when engaging with contractors and staff on our sites. Where we deem there to be a risk of modern slavery we require our

contractors to provide evidence that they are engaging personnel on appropriate terms and conditions, including on terms such as NAECI and in compliance with the national living wage.

In assessing our exposure to modern slavery risk, we have prioritised key areas based on sector, geography, and activity. As set out above, the construction sector within the UK has been identified as a material area of risk, particularly due to its labour-intensive nature and the prevalence of subcontracted work. International supply chains, especially those linked to original equipment manufacturers in the Far East, are also considered higher risk due to reduced visibility and oversight. Our ongoing monitoring and engagement with contractors and suppliers enables us to focus on these sectors and geographies, ensuring that our mitigation measures are targeted where the risk is most significant. Overall, while the risk within our UK operations is considered low, we remain vigilant and proactive in addressing potential issues, especially within construction and international procurement activities.

Proactive Measures for Modern Slavery and Human Rights Risk Management in Site and Construction Activities:

Triton Power is committed to proactively managing modern slavery and human rights risks within all site and construction activities. Our approach centres on creating safe, transparent, and fair working environments, with particular attention to vulnerable and migrant workers.

Proactive Site Management: Training, PPE, and Screening Procedures:

All visitors and workers attending Triton Power sites receive induction training on expected conduct, health and safety. We require the use of appropriate personal protective equipment (PPE) for all site attendees, ensuring compliance with safety standards and reducing risks associated with unsafe working conditions. We also implement screening procedures for individuals entering our sites, including identity verification and eligibility checks, to help safeguard against exploitation and unauthorised access. Where someone is found not to be wearing appropriate PPE we actively engage with the individual as well as their employers to set standards and ensure compliance.

Work Planning: Ensuring Reasonable Timelines and Site Briefings:

Site activities are carefully planned to allow reasonable timeframes for completion of works, minimising undue pressure on workers and promoting fair labour practices. Comprehensive site briefings are conducted before the commencement of any project, ensuring that all



personnel are informed of their rights and responsibilities. Triton Power have whistleblowing policies in place and an open culture encouraging reporting of any concerns which include modern slavery. The Triton Power management team are available and have an open door access policy for any person on site to report concerns.

Our policies on slavery and human trafficking

We have appropriate policies in place within our business that underpin our commitment to ensure that there is no modern slavery or human trafficking in our business or within our supply chains. We continuously review and update all of our policies.

The following policies are relevant to considerations in relation to modern slavery and human trafficking:

- Triton Power (Triton) Policy Statements: this document includes a statement concerning General Human Rights and Modern Slavery. The Triton Power (Triton) Policy Statements document:
 - is published on our corporate website <https://www.tritonpower.co.uk/> ;
 - notes our continued zero tolerance approach to human rights abuses and modern slavery in all its forms; and
 - confirms our ongoing commitment to uphold: (i) the UN Guiding Principles on Business and Human Rights; (ii) the 10 Principles underpinning the UN Global Compact; (iii) the International Bill of Human Rights; and (iv) the obligations and commitments designed to uphold fundamental rights as set out by the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
- Procurement procedure: This internal governance policy includes our procedures for procurement processes and includes our standard terms and conditions for the purchase of goods and services. We are committed to using reputable suppliers who act ethically and in accordance with Modern Slavery legislation.
- Anti-corruption and bribery policy: The policy sets our clear guidance in respect of prevention of bribery and corruption by providing information and guidance to our workers and those working for us on how to recognise and deal with bribery and corruption issues.
- Whistleblowing policy: The policy encourages workers to report any concerns about wrongdoing or dangers through the proper channels.
- Anti-slavery and human trafficking policy: This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems

and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

- **Equal Opportunities policy:** This policy sets out our approach to diversity, equity and inclusion and equal opportunities and the avoidance of discrimination within our workplace. This policy outlines our commitment to creating a workplace culture in which diversity and inclusion is valued and everyone is treated with dignity and respect. This policy makes clear our position on freedoms of workers and individuals in our business and includes prohibition of harassment, violence, intimidation or the threat of violence being used against any person.
- **Staff Handbook(s):** Our staff handbooks set out important information relating to the employment of persons with each member of the Triton Group. The staff handbook(s) set out key policies and guidelines which are relevant to considerations of modern slavery and human trafficking including (but not limited to; grievance policy, disciplinary policy, overtime, working hours, shift working, notice and rest days).
- **Large capital projects policy:** this has been further developed and implemented this year and includes modern slavery key considerations as part of its sustainability criteria and action planning.

Our suite of internal policies and procedures serves to directly address and mitigate the risks identified through our risk assessment process. For example, our procurement procedure ensures that only reputable, ethical suppliers are engaged, which reduces the likelihood of modern slavery infiltrating our supply chain. The anti-corruption and bribery policy, alongside our whistleblowing policy, provides clear mechanisms for identifying and reporting potential abuses or unethical behaviour, thereby increasing our ability to detect and respond to risk in real time. Our anti-slavery and human trafficking policy supports ongoing monitoring and enforcement, targeting high-risk areas for enhanced scrutiny, while the equal opportunities policy further safeguards against exploitation and discrimination by promoting a culture of dignity and respect throughout the organisation.

By integrating these policies into our daily operations and decision-making, we create multiple layers of protection that proactively manage and reduce risk. Staff handbooks and capital project policies reinforce these commitments by outlining practical steps and expectations for all employees, ensuring that mitigation strategies are consistently applied across the business. This holistic approach not only ensures compliance with relevant legislation but also supports continuous improvement in our ethical standards, effectively reducing the likelihood and impact of modern slavery and related risks within our operations.

Due diligence processes for slavery and human trafficking

We are committed to improving our practices and to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We carry out the following due diligence activities in relation to assessment of modern slavery and human trafficking:

Our risk assessment methodology is structured to systematically identify, assess and prioritise risks relating to modern slavery and human trafficking within our operations and supply chains. Risks are initially identified through a combination of supplier due diligence questionnaires and monitoring of industry developments and emerging issues. We then assess each risk based on its potential likelihood of occurrence and possible impact. Conclusions reached from this process inform our mitigation strategies, with higher-risk areas subject to enhanced scrutiny and targeted interventions, while lower-risk areas are monitored through routine compliance checks.

This approach enables us to focus resources effectively, ensuring proactive management of the most significant risks.

Supplier adherence to our values and ethics (assessing and managing risk)

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of:

- our procurement pre-qualification processes and procedures include a series of due diligence questions requiring potential suppliers to confirm:
 - (i) they will comply with our ethical policies (such policies formulated in compliance with the Modern Slavery Act 2015) and/or that they otherwise have equivalent policies in place to prevent or otherwise mitigate the risk of modern slavery; and
 - (ii) that they are members of or otherwise adhere to the principles of the UK Living Wage Foundation, aimed at ensuring the workforce is appropriately compensated for the work they undertake.
- our services agreements with suppliers includes specific clauses around complying with our ethical policies (such policies formulated in compliance with the Modern Slavery Act 2015) and with anti-bribery & corruption laws and obligations (including those aimed at preventing modern slavery);
- our suppliers warrant that they have not been convicted of any offence regarding slavery and human trafficking. They are also required to warrant that they will conduct their business in a manner that

is consistent with applicable laws and our ethical policies (incorporating the Modern Slavery Act 2015);

- we require our suppliers to implement due diligence for their own suppliers and subcontractors to ensure there is no slavery or human trafficking in their supply chains; and
- suppliers are required to notify us of any breach or potential breach of our ethical policies (incorporating the Modern Slavery Act 2015).

In terms of how we identify and assess modern slavery risks and the sources we use, this includes but is not limited to:

- desk based research and key sources (e.g. Global Slavery Index)
- engagement with OFGEM/other regulators.
- supplier due-diligence questionnaires

The Triton procurement team is responsible for assessing risks of modern slavery when engaging first-tier suppliers and ensuring compliance with relevant policies.

When our processes identify a risk or red flag relating to modern slavery or ethical concerns, Triton Power undertakes further engagement with the supplier, including additional due diligence and discussions to understand the issue in greater depth. Where necessary, if concerns have been raised relating to a supplier's premises, Triton Power will arrange site visits to the supplier's premises to observe working conditions and review compliance directly. Through ongoing collaboration, Triton Power seeks to support suppliers in managing risks more effectively, for instance by encouraging increased employee training. We intend to strengthen such support further through publishing a supplier code of conduct, which will cover modern slavery as well as other important matters such as anti-bribery, which suppliers will be able to consider alongside their own policies and internal safeguards.

When engaging suppliers in connection with capital projects, from time to time, we carry out visits to the suppliers' factories. On such visits our teams will consider and report on modern slavery concerns.

Triton Power is committed to taking appropriate and effective action where a breach of our ethical policies or the Modern Slavery Act 2015 is identified. If a breach is identified our approach includes investigating the breach, engaging with relevant parties, and implementing corrective measures to prevent recurrence, whilst supporting and collaborating with suppliers to address and manage the risk appropriately.

Triton Group reporting

The Board of Directors and representatives of senior management of the Triton Group meet quarterly at Board meetings and any incidents or concerns around modern slavery are raised during such meetings.

The Triton Group are overseen by a management committee which consists of a subset of the Board of Directors and senior management, including the Chief Executive Officer. The management committee meets monthly and reports on important and pertinent business matters which includes any health and safety incidents and any matters pertaining to compliance breaches (including modern slavery).

The senior management team meet regularly (no less than weekly) and discuss matters related to the Triton Group. Any incidents or concerns relating to modern slavery would be raised at these meetings.

All employees and persons engaged by the Triton Group may report concerns related to modern slavery or human trafficking in accordance with Triton Group policies. This includes in accordance with, but not limited to, the following policies:

- Anti-slavery and human trafficking policy
- Anti- corruption and bribery policy
- Whistleblowing policy
- Grievance policy
- Equal opportunities policy
- Staff handbook

The Triton Group operate many core functions through a centralised team based at the head office location. Operational teams based at specific sites may have day to day ownership and oversight of

purchasing activities but these are supported and overseen by a central Triton Group procurement function.

This statement has been jointly produced between all Triton Group entities and reflects the Triton Group's activities, policies and procedures in relation to modern slavery and human trafficking.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide compulsory online training to all employees which covers:

- Initial steps to be taken if slavery or human trafficking is suspected
- Steps to escalate potential slavery or human trafficking issues to relevant parties

We recognise the importance of training and continuous developments in this area and therefore training in respect of modern slavery and human trafficking is compulsory and failure to undertake the training results in internal escalation.

In the year 2025 we:

- Provided all new employees with business ethics training which is a mandatory requirement when joining the business. Business ethics training includes modern slavery, whistleblowing and other ethical matters. The training was provided by iHASCO as online training.
- All employees of the business have undergone business ethics training which is renewed from time to time as determined by the business.

Training provided to employees is through an external provider iHASCO¹.

Our effectiveness in combating slavery and human trafficking

We are committed to continuous improvement in mapping supply chains and understanding our business and our supply chains.

In 2025 we completed a desktop exercise to look at country risk for prevalence of modern slavery at the Tier 1 level. This review did not identify any high risk of prevalence of modern slavery in our Tier 1 supply chain.

Whilst we are committed to continuous improvement and have taken steps to map our supply chains and understand potential risks, we recognise that these actions do not eliminate the possibility of

¹ <https://www.ihasco.co.uk/courses/detail/business-compliance-essentials-training>

modern slavery or human trafficking occurring within our business or supply chains. In particular, we remain vigilant regarding sector-specific and worker-related risks relevant to the UK and our suppliers internationally, such as those associated with temporary labour, subcontracting, and industries historically vulnerable to exploitation.

We are in the process of creating a supplier code of conduct which we will supply to all new suppliers in connection with our business activities. We will expect all suppliers to adhere to the provisions of that supplier code of conduct which we intend to publish in 2026. Once prepared the supplier code of conduct will be published on our website.

Further to the above, during 2025 we developed and implemented a new supplier due diligence process, to understand more regarding our tier 1 suppliers' actions to map their own supply chains and also assess risk for prevalence of modern slavery in their supply chains. This will help us to understand risks of modern slavery further down the supply chain and also allow us to put appropriate action plans in place should risk of modern slavery be identified.

During 2025 we delivered internally led technical officer training to applicable employees which included a focused section on recognising and reporting modern slavery.

Impact

This year we carried out a review of the following policies to ensure ongoing compliance and good practice:

- Anti-slavery and human trafficking policy
- Anti-corruption, fraud and bribery policy
- Whistleblowing policy
- Equal Opportunities
- Triton Power (Triton) Policy Statements
- Staff Handbook

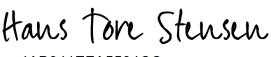
These policies have been reissued to our business to ensure visibility to all employees and have been shared with suppliers where appropriate.

Next Year

In 2026 we plan to carry out the following activities in furthering our commitment to abolishing modern slavery:

- 1. We will engage with our Tier 1 supply chain in particular with original equipment manufacturers supplying services to the business to enhance our understanding and identify further the actions being taken within that supply chain for the abolition of modern slavery.
- 2. We will engage with our Tier 1 supply chain for the construction projects underway at our sites to ensure that they are taking appropriate action for the abolition of modern slavery. We shall do this through engagement with the construction workforce.
- 3. We will ensure that all new suppliers agree to our ethical policies and also provide their own Modern Slavery Statement/policies prior to engaging their services.
- 4. Continue to review the frequency upon which training is provided to our employees regarding Modern Slavery, including the provision of technical officer training to employees who are involved in putting contractors and suppliers to work.
- 5. Implement an externally hosted whistleblowing platform to enable employees, contractors and the public to raise matters of concern with our business, including relating to modern slavery.
- 6. Finalise and publish a Supplier Code of Conduct on our website and implement accordingly.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Triton Group’s slavery and human trafficking statement for the financial year ending 31 December 2025.

Signed by:

4AB841EFA5504CC.....

Hans Tore Stensen
.....
Director

Date: 14/7/2026

Signed by:

G3146FD78ED64FB.....

Director of Commercial & Markets
.....
Director

Date: 20/7/2026

