

## **EP UK Investments Ltd**

### **Modern Slavery Statement**

EP UK Investments Limited (EPUKI) is a UK energy company which, together with its subsidiaries (referred to as 'we' and 'our' hereinafter), primarily focuses on power generation from conventional and renewable sources. EPUKI is a member of the Energetický a průmyslový holding (EPH) Group. EPUKI is committed to protecting and respecting human rights and we have a zero tolerance approach to modern slavery and human trafficking whether within our own business or within our supply chain. This statement highlights the key risk areas and activities we have undertaken during the financial year ending 31st December 2024 to combat modern slavery in our organisation and supply chain.

#### **Supplier adherence to our values**

We ensure all those in our supply chain comply with our values and we have in place a supply chain compliance programme. We continue to monitor and ensure that our supply chain contracts include extensive anti-slavery protections, prohibiting suppliers and their employees and subcontractors, from engaging in any form of modern slavery. We take a risk-based approach and monitor activity to identify any risk which may arise in our supply chain.

#### **Recruitment**

Our HR department has stringent policies in place governing the recruitment process and utilises only reputable recruitment agencies after EPUKI has undertaken pre-contract evaluation. In terms of general recruitment, we comply with all relevant laws and regulations including without limitation ensuring that all employees are legally permitted to work in the UK, have a written contract of employment and are informed about holiday and sickness entitlements and benefits.

#### **Policies**

We have appropriate policies in place that underpin our commitment to ensure that no form of modern slavery exists in our supply chains or any part of our business. This year, we undertook a comprehensive review of our Modern Slavery Policy to enhance compliance, clarify internal responsibilities, and strengthen guidance on identifying and reporting risks and concerns.

Our modern slavery 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. In addition to our modern slavery policy, we maintain a range of policies across the business relevant to modern slavery, such as an anti-corruption and bribery policy, corporate social responsibility for suppliers' policy and grievance procedure.

#### **Reporting Issues**

We have clear lines of reporting across our business in addition to a dedicated contact for reporting any concerns or risks around modern slavery.

**Awareness**

To ensure a high level of understanding of the risks of modern slavery in our supply chains and our business, we continue to monitor legislation and update our policies and training as required.

**Communication**

A copy of this Modern Slavery Statement is published on our website.

**Next Steps**

Following a review of the effectiveness of the steps we have taken in 2024 to ensure that there is no slavery or human trafficking in our supply chains, we will continue with the steps set out above, monitoring our business and supply chain and encouraging any concerns to be raised through the reporting channels. Policies and procedures will be regularly reviewed, and any necessary updates reflected in them. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes as our slavery and human trafficking statement for the financial year ending 31st December 2024. It was approved by the Board of Directors of EPUKI in line with the Modern Slavery Act on 20th May 2025.

Tom Bains

Chief Executive Officer

EP UK Investments Ltd

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