

Modern Slavery Statement 2021-22

This FY 2021/2022 statement sets out Myenergi's actions and commitments

Introduction

This statement sets out Myenergi's commitment and actions to understand all potential modern slavery risks related to its business and to put in place steps to mitigate the risk of slavery or human trafficking in its business operations, partnerships and supply chain.

This statement also addresses the steps taken by our subsidiary companies and is intended to fulfil the legal requirement on behalf of all the companies within the Myenergi group, as relevant.

Organisational Structure

Myenergi is a UK based private company headquartered in North East Lincolnshire, specialising in the design, manufacture and sale of smart home energy technology products. The company premises include a manufacturing facility, warehousing and office functions currently operating from five sites. The company employs over 400 people in the United Kingdom.

The subsidiaries within our group are based in Ireland, Benelux, Australia and Germany, the latter of which operates in the wider DACH (Germany, Austria, and Switzerland) region.

Our supply chains

Myenergi work with over 200 suppliers, of which over 90% are based in the United Kingdom. The company also source components and services from 17 countries globally including Austria, Belgium, China, Denmark, Estonia, Finland, Germany, Ireland, Italy, Netherlands, Norway, Poland, Serbia, Slovakia, Slovenia, Sweden and the United States. Myenergi deliver products and services to tens of thousands of individual households and businesses through a network of third-party installers and wholesale distributors.

Our policies on slavery and human trafficking

We are committed to making every effort to identify and combat modern slavery or human trafficking in our supply chains or in any part of our business operations and relationships. In response to the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have put in place a designated Modern Slavery Policy to support our existing Whistleblowing Policy which allows staff to report any issues of concern. This includes any circumstances which may give rise to an enhanced risk of slavery or human

trafficking in our supply chains. Any issue raised related to modern slavery will be taken seriously and thoroughly investigated.

Our Modern Slavery Policy demonstrates our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure the risk of slavery and human trafficking is understood and that measures are in place to enable the business work to remove modern slavery from our supply chain and partnerships.

Due diligence processes

Within the electronics industry, both the sourcing of materials and components and the manufacturing of electrical equipment are known to have instances of human rights abuse. For example, through the use of child labour and forced labour in the cobalt mines of the Democratic Republic of Congo or the forced labour suffered by workers in the electrical assembly and processing lines in China.

We understand that our biggest exposure to Modern Slavery is in our product supply chains where we have been working with the Wilberforce Institute at the University of Hull, to conduct a desk review of our key suppliers with the aim of identifying potential modern slavery hotspots in the regions and sectors in which Myenergi operates. From this research, the Wilberforce Institute is helping us fine tune our onboarding systems, policies and procedures so that we will be able to more effectively identify risks within our supply chains. Questions to suppliers will aim to identify labour management practices and processes, with a focus on training, monitoring and whistleblowing.

In the coming year, we will aim to conduct a modern slavery risk assessment of our manufacturing site. Going forward we will focus on communicating our Modern Slavery Policy to all our first tier suppliers in order to gain transparency on their labour and human rights practices.

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 have initiated internal training for our staff and management teams on modern slavery.

Performance Indicators

We are developing a set of Key Performance Indicators (KPI) to ensure that we are measuring how effective our efforts are to combat slavery and human trafficking in our business activities and supply chains. These include:

- The percentage of relevant employees and suppliers trained on modern slavery and trafficking.
- The percentage of suppliers who have had a modern slavery risk assessment/audit.
- The number of incidences reported through the whistleblowing mechanism

- The percentage of suppliers who have received country briefings on risks in their countries, their products and their supply chains.

We are currently discussing with our staff and our management teams, how best to embed these KPIs across our business operations.

Future Actions

We will continue to develop our systems and tools to analyse further our supply chains to combat the risks associated with the purchasing and distribution of our products and services. This includes, but is not limited to:

- Adding a reference of our standards on all Purchase Orders and supplier contracts. As such, all suppliers will be expected to fully reject the use of forced, bonded, or trafficked labour. We will also make our right to audit suppliers a requirement for business.
- Business checks during onboarding: We will continue to develop our supplier checks and supply chain monitoring and will work with our suppliers to further our understanding of risks.
- Training: Myenergi is committed to enhancing its training relating to its Modern Slavery Policy. As such, training dealing specifically with the need for suppliers to understand and comply with its policy on the issue of modern slavery will be further developed during the coming year with new annual training being implemented.

Board approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Myenergi slavery and human trafficking statement for the financial year ending 31 May 2022.

This statement has been approved by the organisation's board of directors and is signed on behalf of the Board by:

A handwritten signature in blue ink, appearing to read "Lee Sutton".

Lee Sutton – Chief Executive
Myenergi Limited