

Modern Slavery Statement 2024-25

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to combat modern slavery and human trafficking in our business operations and supply chains during the financial year 1st June 2024 to 31st May 2025.

Commitment

myenergi ("we", "us", "our") acknowledge our responsibilities to tackle modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015 by continually reviewing internal practices and supply chains.

In respect to our own operations and workforce,

- we have robust and fair recruitment processes, supported by policies, contracts, and right to work checks, before a candidate commences their employment or agency work.
- we do not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

Organisational Structure

myenergi is a group of companies comprising three UK-based companies (myenergi Group Ltd, myenergi Limited, myenergi GB Limited), and four subsidiaries located in the Netherlands, Germany, Ireland, and Australia.

We design, manufacture, and supply smart home energy management system hardware and digital services and provide or sub-contract product installation services.

Our company headquarters and manufacturing site are based at Stallingborough, NE Lincolnshire, and each subsidiary has an office and access to a storage facility either owned by the subsidiary or provided by a third party. We operate through Business to Business and Direct to Consumer sales channels and employed on average 283 employees (ending the year with 257).

Our policies

We have policies to help tackle modern slavery and human trafficking:

- Modern Slavery Policy to define our overall approach and obligations.
- Sustainable Procurement Policy Statement to define our commitment to conduct procurement and supply chain management activities in an ethical and sustainable manner.
- Whistleblowing Policy to enable employees to report workplace concerns (including modern slavery) internally or to an external hotline managed by a contracted third party. All reports are investigated, with no fear of reprisals, but can be made anonymously.

- Employee Handbook, Code of Conduct, and Code of Ethics to define the general behaviours expected of all myenergi employees to act lawfully and with honesty, integrity, fairness, and respect, when working for and representing myenergi.
- Health and Safety Policy to ensure a clean, safe and secure working environment.

Other relevant policies are Anti-Bribery and Corruption Policy, Anti-Harassment and Bullying Policy, Equal Opportunity Policy, Equality, Diversity and Inclusion Policy, and Grievance Policy.

Policies are developed in consultation with key stakeholders and approved by the Executive Leadership Team, Board, or both.

Supply chains

In 2024/25, we worked with 2137 suppliers including sole traders, micro and small businesses, large companies, wholesalers, and multinationals. 60 suppliers, categorised as tier one suppliers, were linked to the supply of stock materials for our manufactured products of which approximately 79% are based in the UK; 15% in East Asia including China; 3% in both Europe and the United States of America. A full list of suppliers is maintained.

Risk assessment

We purchase components and materials for the manufacture of our products, which by their nature contain minerals and metals that have the potential for modern slavery and human trafficking risks in the labour used or if sourced from countries with poor track records on human rights. We look to mitigate this risk through the use of reputable suppliers, contracts, and due diligence.

Many of our suppliers have supply chains of their own and as part of the procurement and contract management process, we encourage our suppliers to adhere to modern slavery obligations, understand their own supply chains, take appropriate actions where risks are identified, and inform us of any findings of any modern slavery incidents associated to the materials, goods, and services provided to us.

Due diligence processes

We undertake supplier due diligence and record if a supplier has a modern slavery statement as part of our new supplier onboarding process and include modern slavery provisions in contract terms and conditions. We meet key suppliers on a regular basis as part of our operational review and visited ten key suppliers during 2024/25.

Training and awareness

All our employees are required to read and follow company policy and procedure. These documents are published on the company intranet and communicated through the new starter induction, company communications, and managed policy acceptance service.

During 2024/25, the Executive Leadership Team approved the rollout of a new e-learning platform, which includes training on modern slavery. As of the date of publication of this statement, 57% of staff have completed the Modern Slavery training module.

Performance Indicators and Reporting

For the reporting period, 2024/25:

- Number of modern slavery incidents reported: None
- Number of employees completing modern slavery training: None, but see note above regarding training rolled out in 2025/26
- Number of key supplier sites visited: 10

Future Actions

- Update the Modern Slavery Policy.
- Provide modern slavery training to all employees.
- Members of the Procurement team to complete the CIPS Ethics module.
- Update the procurement and due diligence process and, where appropriate, include a supplier code of conduct and process to report any modern slavery concerns.
- Continue to carry out assessments or routine site visits on key suppliers for quality, and where there is a higher potential risk for modern slavery or human trafficking.
- Define the relevant modern slavery key performance and risk indicators and report to the Executive Leadership Team.

Consultation

This statement was prepared in consultation with colleagues from Legal, People and Culture, Procurement, Quality, and Sustainability.

Board approval

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

A handwritten signature in black ink, appearing to read "Andrew Clint".

Andrew Clint
Chief Executive Officer
Myenergi

26 November 2025