Advanced Utility Networks Ltd

Statement

Modern Slavery

Modern Slavery Statement

Introduction

Advanced Utility Networks Limited, referred to in this statement as “AUN”, “we” or the “Group”, is a provider of multi-utility infrastructure services operating nationally throughout the UK. The Group also includes Advanced Electricity Networks Ltd, Advanced Water Infrastructure Networks Ltd, eSmart Networks Ltd and TriConnex Ltd.

Background

This statement is made in pursuant of section 54 of the Modern Slavery Act 2015 (the ‘Act’) and constitutes the modern slavery statement for Advanced Utility Networks Limited for the financial year ending 2027.

The Act requires businesses to state the steps they have taken during the financial year to ensure modern slavery is not taking place in their operations or supply chains. Modern slavery incorporates offences of slavery, servitude and forced or compulsory labour and human trafficking.

Scope

This policy applies to all persons working for AUN or on its behalf in any capacity, including all employees and agents, including but not limited to agency workers, contractors, external consultants and business partners, or any other person associated with AUN, wherever located. This policy does not form part of any employee's contract of employment and we may change it from time to time.

Statement

AUN recognises our responsibility to take a robust approach to modern slavery and is committed to preventing modern slavery in all our activities and within our supply chain.

Our business does not operate outside of the UK and directly employs in the region of 400 employees, all of whom are based in the UK.

This statement outlines our approach to tackling modern slavery.

Our Supply Chain and Due Diligence

Our supply chain includes sub-contractors and suppliers of goods and materials. We have a zero-tolerance approach to modern slavery and require our supply chain to comply with this commitment.

- **Sub-contractors** - We undertake due diligence on all sub-contractors. Each is required to complete a pre-qualification questionnaire before becoming an approved sub-contractor and modern slavery forms part of this questionnaire. Sub-contractors are required to confirm they conduct business within all applicable laws and regulations, including the Modern Slavery Act.
- **Suppliers of Goods and Materials** - AUN have a procurement department that operates a database of approved goods and materials suppliers. As part of our due diligence, we require new suppliers to complete a New Supplier Form, and confirm they conduct business within all applicable laws and regulations. AUN expects all large businesses to have a Modern Slavery

Statement in place, in line with UK legislation. While smaller businesses may not be legally required to publish a statement, we strongly encourage all suppliers, regardless of size, to demonstrate their commitment to preventing modern slavery by adopting and sharing their own policies and statements.

Suppliers are required to comply with AUN's Responsible Sourcing Policy and Supply Chain Code of Conduct, which sets out our expectations in relation to modern slavery, ethical business practices, health, safety and wellbeing, social value, and inclusion.

Our Policies

We have several polices which seek to minimise the risk of modern slavery. These include:

- **Anti-Bribery and Gifts Policy** which confirms that we do not tolerate any form of bribery, whether direct or indirect. The board and senior management are committed to preventing bribery, in accordance with the Bribery Act 2010.
- **Environmental, Social and Governance Policy** which confirms that we actively look for opportunities to improve the environment and to contribute to the wellbeing of our employees and the communities in which we trade.
- **Equality, Diversity, and Inclusion Policy** which sets out our commitment to ensuring that all employees are treated fairly and are provided with a working environment, which promotes dignity and respect to all.
- **Responsible Souring Policy and Supply Chain Code of Conduct** which set out our expectations in relation to modern slavery, ethical business practices, health, safety and wellbeing, social value, and inclusion.
- **Right to Work Policy (prevention of illegal working)** which sets out the requirement to conduct right to work checks for all employees to safeguard against modern slavery.
- **Whistle-blowing Policy** which provides employees with guidance as to how to raise any concerns, and reassurance that they can raise concerns in good faith without fear of reprisals.

Steps Taken

- **Policy Review** - Our Modern Slavery Statement and associated policies are reviewed annually. To date, we have received no reports of modern slavery incidents within our business or supply chain.
- **Responsible Sourcing Policy and Supply Chain Code of Conduct** - we have introduced a Responsible Sourcing Policy and Supply Chain Code of Conduct applicable to all suppliers, contractors, consultants and partners involved in the provision of goods and services. Compliance with the policy is mandatory and we reserve the right to audit suppliers, investigate concerns and require corrective actions.
- **Confidential Whistle Blowing Support Line** - We have introduced a confidential whistleblowing support line, provided by the same provider as our Employee Assistance Programme (EAP). The service has been communicated to all employees and is available for them to raise any concerns.

Communication & Training

This Statement is made available to all employees via the Company intranet site. Each employee and, where applicable, all other individuals covered by our policies, have responsibility to review our Modern Slavery Statement, as well as to ensure that they fully understand our obligations and the consequences associated with any breach of those obligations.

Training on modern slavery is also made available to employees on the Company eLearning platform.

Review

This policy will be reviewed annually or earlier in light of any developments or legislative changes which may occur.

Sarah McCulloch
Director of People