

Advanced Utility Networks Ltd

Statement

Modern Slavery

Modern Slavery Statement

Introduction

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 2023.

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.

Our Organisation

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

The 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.

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.

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 and existing suppliers to complete a Material Supplier Audit and confirm they conduct business within all applicable laws and regulations, including the Modern Slavery Act.

Our Policies

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

- **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.
- **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.
- **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.
- **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.
- **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.

Training and Advice

This statement, together with the policies outlined above, are made available to all employees via the Company intranet site. Training on modern slavery is also provided on the Company eLearning platform.

Each employee and, where applicable, all other individuals covered by our policies, have a responsibility to review our policies, as well as to ensure that they fully understand our obligations and the consequences associated with any breach of those obligations.

Within the last year we have

- Signed up to the GLAA (Gangmaster and Labour Abuse Authority) bulletin, providing updates and information on the prevention of modern slavery.
- Continue to review the risk of modern slavery in our supply chain.

Looking Ahead

For 2024, we are committed to:

- Undertaking a review of our due diligence processes.
- Keep up to date with information from the GLAA about the latest trends used by modern slavery perpetrators, and best practice around tackling modern slavery.
- Undertake a review of our eLearning provision, raising awareness of Modern Slavery to employees.



Alan Martin
Chief Financial Officer
October 2023