

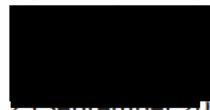
Anesco Modern Slavery Website Statement

At Anesco we are committed to playing our part in eradicating modern slavery, and to acting ethically and with integrity and transparency in all business dealings. Being responsible is one of Anesco's core values, and these values, together with our mission to accelerate the transition to a sustainable future, form the basis for behaviour and decisions made across Anesco.

This statement, which is made pursuant to section 54 of the Modern Slavery Act 2015, refers to the period from 1 April 2025 to 31 March 2026 (FY26) and will next be updated following our financial year end on 31 March 2027 (FY27). It sets out the steps taken by Anesco Limited and its subsidiaries (which together are referred to in this statement as "Anesco"), to prevent modern slavery and human trafficking in our operations and supply chains.

This statement was approved by the board of directors of Anesco Limited on 25 September 2026.

Signed by Hildagarde McCarville, CEO, Anesco



25 September 2026

Organisation Structure

At Anesco we operate within the UK and Europe to design, construct, operate, maintain and optimise high performing renewable energy projects. During FY26, we also installed energy efficiency measures in residential homes to help lift people in the UK out of fuel poverty.

Our People

Anesco employs approximately 180 people, the vast majority of whom are employed in the UK, with operations in the Netherlands, Belgium and Ireland. We also employ contractors in the UK as installation partners for our energy efficiency business, and in the UK, Belgium, Ireland and the Netherlands for our renewable energy development, construction and maintenance business. Anesco does not employ seasonal workers.

Anesco conducts robust checks on any new employee, including eligibility to work in the UK or Europe (as applicable), to safeguard against human trafficking or individuals being forced to work against their will. When employing contractors that operate via a business, we contract with registered companies only.

Our Policies in relation to Slavery and Human Trafficking

At Anesco we are committed to implementing and enforcing effective systems and controls to ensure no modern slavery or human trafficking is taking place anywhere in our own business, and taking all reasonable efforts to ensure the implementation and enforcement of effective systems and controls to ensure no modern slavery or human trafficking is taking place in any of our supply chains. We seek to reflect this in the following internal policies:

- Our Anti-Slavery and Human Trafficking Policy, which sets out our commitment to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing the systems and controls described above. Our Anti-Slavery and Human Trafficking Policy encourages employees, contractors, agents and other team

members to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier at the earliest possible stage.

- Our Whistleblowing Policy, which reassures team members that they can raise any concerns that they might have without fear of reprisal and explains how to report a whistleblowing concern.
- Our Supplier Onboarding Policy (Pre-Qualification Questionnaire), which requires our third-party suppliers to commit to the Anesco Supplier Code of Conduct.

In addition to the above, all Anesco employees are expected to demonstrate our business values, which include being responsible, safe and green.

Due Diligence Process and Risk Assessment for Slavery and Human Trafficking

Anesco contracts with hundreds of suppliers in any given year. Our energy efficiency installation business works with a UK based supply chain. In relation to our renewable energy project construction and O&M business lines, we often source component equipment for our solar and battery projects in particular (including, for example, solar PV panels, battery containers, transformers and inverters) from outside the UK and Europe. These items are sometimes procured directly by Anesco from the manufacturer and sometimes procured through a third-party organisation which liaises directly with the relevant manufacturer. We also employ sub-contractors on our construction sites, who themselves sometimes sub-contract construction work to third party organisations. We require subcontractors and their supply chains to comply with our labour compliance and ethical standards and to take appropriate steps to align with our commitment to preventing modern slavery and exploitation.

Supplier questionnaire and statements

To identify and mitigate risks relating to slavery and human trafficking in our supply chains, through a questionnaire that is completed by new suppliers we:

- request a copy of the supplier's anti-slavery and human trafficking policy; and
- identify potential risk areas in our supply chains, by asking our suppliers to confirm that they hold their own suppliers to equivalent standards as those set out in Anesco's anti-slavery and human trafficking policy.

During FY26, our Procurement team continued to apply a requirement to obtain a minimum of two references from new suppliers prior to onboarding. If two positive references cannot be secured, further research is conducted on the supplier to inform the decision as to whether they are accepted. Although this procedure is not specifically designed to address modern slavery concerns, it serves as a tool to help identify any potential risk areas.

We have sometimes, at the request of our customers, obtained from suppliers a standalone statement that they and their suppliers have a zero-tolerance position towards modern slavery and human trafficking.

Contractual requirements

Our standard procurement documents include prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, through a requirement to comply with the Modern Slavery Act 2015.

Audits

During FY26, we held 11 face-to-face Performance Programme meetings with our suppliers across Tiers 1, 2, and 3 to review their performance across a range of factors, including operational effectiveness, compliance, sustainability, and ethical standards. These suppliers were selected based on a combination of spend significance and risk profile, ensuring that engagement efforts were focused on those with the greatest potential impact on our operations and supply chain integrity. The agenda for the Supplier Performance Programme meetings included dedicated discussions on modern slavery and through these engagements, we reinforced our expectations, shared best practice, and encouraged transparency, with no issues of concern identified.

In addition to these targeted meetings, we held our annual Supplier Day in October 2025, bringing together a broad group of key suppliers to foster collaboration and strengthen relationships. The event provided a platform for meaningful discussions on priority topics such as quality assurance, risk management, regulatory compliance, and responsible sourcing. Our annual Supplier Day also provided an important opportunity to communicate our strategic objectives, reinforce our expectations of suppliers, and promote greater alignment across our supply chain.

Sourcing

For all our solar projects, we source photovoltaic (PV) modules from manufacturers operating at Solar Stewardship Initiative (SSI) approved facilities. This forms part of our wider due diligence approach to mitigating the risk of modern slavery and forced labour in our supply chain.

Our sustainable sourcing and supplier engagement programmes support SDG 12 (Responsible Consumption and Production) by promoting responsible procurement practices, while our collaborative approach with suppliers, customers, trade associations and industry stakeholders contributes to SDG 17 (Partnerships for the Goals)

Training

Enhanced ABC training is provided on a risk-based basis to employees in higher risk roles, where their responsibilities, activities, or level of interaction with third parties may expose them to an increased risk of bribery and corruption.

We do not currently provide dedicated, role specific training on modern slavery to all employees. However, all employees are introduced to our policies as part of their induction programme, including our Anti-Slavery and Human Trafficking Policy, which outlines our commitment to preventing modern slavery within our business and supply chain.

Through this process, employees are made aware of the risks associated with modern slavery, the standards we expect from both our employees and our suppliers, and the importance of reporting any concerns. Relevant policies are made readily accessible in a company document library, and employees are expected to adhere to these as part of their ongoing responsibilities.

We recognise the importance of continually improving awareness and understanding of modern slavery risks and will keep our approach to training under review as part of our broader commitment.

KPIs

During FY27, we will continue to strengthen our approach to supply-chain due diligence through a combination of ongoing compliance monitoring and our Supplier Performance Review Programme.

We have adopted the Mitti platform to support compliance checks across our existing supplier base, including the review of modern slavery policies and related compliance documentation. Where a

supplier's existing modern slavery policy or statement is more than three years old, we will request an updated copy to ensure the information we hold remains current and appropriate.

Alongside this wider compliance monitoring, we will continue our Supplier Performance Review Programme. Undertaking targeted "deep dive" reviews with 11 key suppliers, prioritised based on strategic importance, risk, bottleneck status and business criticality. These reviews include consideration of modern slavery policies and practices, human rights risks and wider responsible business arrangements. Additional reviews may also be undertaken where supplier risk, performance or other business requirements justify further assessment.

Where any gaps or areas for improvement are identified through compliance checks or Supplier Performance Reviews, we will work collaboratively with suppliers to develop and implement targeted action plans to address these issues within agreed timeframes. This approach is intended to strengthen supplier accountability and support continuous improvement across our supply chain.

In addition, we will repeat our Supplier Day, providing a dedicated forum to engage with suppliers on key topics including responsible sourcing, ethical practices, and modern slavery awareness. This initiative enables us to reinforce our expectations, promote best practice, and further embed a culture of transparency and responsibility within our supply chain.

Support for industry initiatives

We are an active member of a number of industry organisations and recognise the important role they play in promoting best practice, collaboration, and the continued development within the renewable energy sector. Our memberships include:

- Regen (Energy Storage Network) – Sponsor Member
- Solar Energy UK (SEUK) – Sponsor Member
- Solar Stewardship Initiative
- Holland Solar
- Energy Storage Netherlands (ENSL)
- Energy Storage Ireland (ESI) (Silver Member)

In FY26, Anesco maintained its membership of Solar Energy UK (SEUK), which it joined in 2021, and continued to support SEUK's initiatives to endorse the advancement of environmental and social responsibility across the industry.

Through these memberships, we remain actively engaged with developments in policy, regulation, market trends, and industry best practice across the renewable energy and energy storage sectors. Participation in these organisations enables us to contribute to industry discussions, collaborate with key stakeholders, share knowledge, and support initiatives that drive the transition to a more sustainable energy system. These memberships also reinforce our commitment to maintaining high standards of governance, ethical business conduct, sustainability, and responsible supply chain management.

Anesco Limited

25 September 2026