

Modern Slavery Statement

INTRODUCTION

We are committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain and impose the same high standards on our suppliers.

BUSINESS STRUCTURE

Leep Utilities (Leep) owns and operates regulated and non-regulated multi-utility networks on sites across the UK, including the prestigious sites of MediaCityUK, Liverpool Waters, Battersea Power Station and Canary Wharf. We have a broad range of capabilities covering the adoption and ongoing stewardship of electricity, water/wastewater, heating, cooling and hot water networks, and we employ approximately 150 people across the UK.

To supply our customers and operate our business, we work with a range of suppliers to support our business operations and the maintenance and build out of our networks.

Leep has an annual turnover of £40 million. To find out more about the nature of our business, please click <https://www.leeputilities.co.uk/>.

POLICIES

As part of our commitment to combating modern slavery, we have implemented a modern slavery policy and supplier code of conduct. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

DUE DILIGENCE

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted this as part of our supplier validation process.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains,
- monitor potential risk areas in our business and supply chains,
- reduce the risk of slavery and human trafficking occurring in our business and supply chains, and
- provide adequate protection for whistle-blowers.

RISK & COMPLIANCE

We have in place the following policies, procedures and agreements which form part of our approach to mitigate against the risk of modern slavery within our company or our supply chain:

- Modern-Slavery Policy
- Whistleblowing Policy
- Equal Opportunities Policy
- Grievance Policy and Procedure
- Supplier Code of Conduct

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values and policies we will require our suppliers to confirm that they comply with and have the above outlined policies in place and that they require the same from their suppliers.

We do not consider that we operate in high-risk sectors or locations because we do not directly operate within identified high-risk areas and take steps with our suppliers to mitigate any risks.

MEASURING EFFECTIVENESS & MONITORING

We regularly evaluate the nature and extent of our exposure to the risk of modern slavery occurring in our supply chain by reviewing our supplier validation process and forms and reviewing our policies and procedures annually. Where we identify any potential risks, we will investigate these and take appropriate actions where required.

We ensure all our suppliers adhere to our supplier code of conduct and anti-slavery policy. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains.

Neither we nor, to the best of our knowledge, our key suppliers make use of forced labour.

TRAINING

We are providing appropriate training and information to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business.

We have prepared this statement for the purposes of the Modern Slavery Act 2015. References in the statement to "forced labour" mean any conduct, which is an offence under Part 1 of that Act, including slavery, servitude, any type of forced or compulsory labour and trafficking for the purposes of exploitation.



Louise Manfredi
Chief Executive Officer

For and on behalf of Leep Holdings (Utilities) Limited

Date: 25/06/2024