

Evolve Energy

Slavery and Human Trafficking Statement

Evolve Energy Supply Limited ("Evolve Energy") makes the following statement on slavery and human trafficking following the introduction of the Modern Slavery Act 2015 ("Act"). This statement is made pursuant to section 54(1) of the Act for the financial year ending on 30th September 2025. Evolve Energy is fully committed to ensuring that Evolve Energy complies with all applicable legal requirements, including without limitation the Act.

Our Supply Business

Evolve Energy is headquartered and operates out of an office in Lytham, Lancashire and supports remote home working. Evolve Energy operates across the UK, delivering energy services to non-domestic customers in the I&C sector. Our supply chain includes providers of technology, consultancy, utilities infrastructure and other professional services.

Our Policy on Slavery and Human Trafficking

Evolve Energy fully supports the aims of the Act. Our policy reflects our commitment to acting ethically and with integrity in all our regulatory, commercial, and counter party business relationships and to endeavour to ensure that slavery and human trafficking is not taking place anywhere in our business operations or supply chain. Evolve's strategy to combat modern slavery and human trafficking rests on four key pillars:

- Clear and enforced policies
- Strong internal governance and reporting
- Targeted due diligence across the supply chain
- Employee training and engagement

Each of these areas is embedded into our compliance framework and reviewed annually.

Our Process to Prevent Slavery and Human Trafficking

Evolve Energy has undertaken the following activities to ensure the prevention of human trafficking:

1. Ensured staff have received a copy of our Slavery and Human Trafficking Statement for each applicable financial year, which requires staff to, amongst other things, uphold Evolve Energy's commitment to acting ethically and with integrity in all our business relationships and clearly states Evolve Energy's commitment to combating modern slavery and human trafficking.
2. Reviewed our policies and procedures, which require staff to uphold Evolve Energy's commitment to acting ethically and with integrity in all our business relationships.
3. Established a Protected Disclosure Policy in accordance with the Public Interest Disclosure Act 1988 and outlined the procedure via our Intranet. This is to facilitate employees making any whistleblowing reports about organisations for which they work or provide services to which are deemed by law to be 'qualifying disclosures.'



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Looking forward as part of our commitment to combating modern slavery, Evolve Energy will be implementing the following steps:

1. As part of a wider group risk assessment, complete a review of various parts of our business to ensure no slavery or human trafficking takes place in any part of our business or the supply chain. We review and map our supply chain on a rolling basis to identify areas of potential modern slavery risk.
2. Continue to review and improve our processes and policies to identify how we can try to ensure that no slavery or human trafficking takes place within any part of our business or the supply chain. This includes applying comprehensive due diligence measures to all new and existing suppliers, with higher scrutiny placed on those operating in sectors or locations deemed at higher risk. Due diligence may include supplier questionnaires, public statement reviews and relevant certifications where appropriate.
3. To measure the effectiveness of our approach to tackling modern slavery, we have introduced KPIs that include but are not limited to:
 - 100% completion of annual modern slavery training for staff
 - A defined proportion of supplier contracts reviewed for anti-slavery compliance clauses
 - Number of whistleblowing incidents reported and investigated

Performance against these KPIs is reviewed by Evolve's Board and demonstrates our continuous improvement strategy.

4. Evolve Energy provides mandatory annual training to all employees on the risks of modern slavery, how to recognise signs of exploitation, and how to report concerns.

Ongoing Commitment

Evolve Energy will continue to review our procedures in relation to the prevention of slavery and human trafficking in our business and supply chain. As part of our continuous improvement strategy, we are also exploring ways to enhance transparency in our procurement practices and to engage with suppliers on shared ethical standards.

Evolve Energy are committed to transparency and will continue to publish our modern slavery statement annually on our website: www.evolve-energy.com

This Statement was approved by the Directors of Evolve Energy on 18th November 2025.

James Hall
Chief Operating Officer

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