

Modern Slavery Statement 2025/26

Introduction

At Energy Saving Trust, we are committed to respecting human rights and taking all reasonable steps to ensure that modern slavery and human trafficking do not exist within our operations or supply chains. We are committed to acting ethically and with integrity in all our business relationships, in line with our core values.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and outlines the actions taken by Energy Saving Trust's relevant group companies during the financial year ending 31 March 2025.

Our Structure and Operations

- EST (Holdings) Ltd (ultimate holding company)
- The Energy Saving Trust Ltd
- Energy Saving Trust Enterprises Ltd
- The Energy Saving Trust Foundation

Energy Saving Trust is a leading and trusted organisation helping people save energy every day. Our experts speak with householders every year, deliver first class programmes for governments, and provide consultancy to UK businesses and international companies. All that we do is underpinned by our pioneering world-renowned research.

Our business, including our supply chains, is primarily carried out within the UK. We have offices in Belfast, Cardiff, Edinburgh, and London. This statement is applicable to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

Given the nature of our work, we consider the overall risk of modern slavery within our organisation and direct supply chain to be low. However, we do not consider this an excuse for complacency and continue to take our responsibilities seriously.

Our commitment to combatting modern slavery and human trafficking

Modern slavery is a crime and a serious violation of human rights. We maintain a zero-tolerance stance and are committed to:

- Acting with integrity in all business dealings
- Implementing effective systems and controls to prevent modern slavery
- Promoting transparency and accountability across our supply chains
- Educating employees on recognising and responding to risks

Policies, processes and procedures

We have internal policies and procedures to support our commitment, including:

- Code of Conduct
- Whistleblowing Policy
- Procurement Procedure
- Recruitment Procedure
- Safeguarding Policy

Our procurement processes require suppliers to confirm compliance with UK legislation and ethical standards. Recruitment procedures include right-to-work checks, and we only work with reputable recruitment agencies approved through our procurement process.

Employees are encouraged to report concerns through line managers or the Whistleblowing process. All reports are taken seriously and treated confidentially.

Embedding the principles

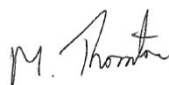
We will continue to embed the principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance
- ensuring that consideration of the modern slavery risks and prevention are added to the applicable policy review processes as an employer and procurer of goods and services
- making sure Energy Saving Trust procurement processes and applicable contract terms and conditions include references to modern slavery and human trafficking

- continuing to take action to embed a zero-tolerance policy towards modern slavery
- ensuring that colleagues involved in the recruitment and deployment of colleagues receive training on modern slavery and ethical employment practices

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for our financial year ending 31 March 2026.

This statement is reviewed annually and approved by Energy Saving Trust's, Chief Executive who has responsibility for ensuring its implementation through their senior leadership team



Signed:

Title: Chief Executive Officer

Date: 3 July 2025