



Modern Slavery Act Transparency Statement for the Financial Year ending 31 March 2020

The Modern Slavery Act 2015 prohibits slavery, servitude, forced or compulsory labour (including child labour) and human trafficking (“**Modern Slavery**”). Last Mile Infrastructure Group Limited (11534385) and its direct and indirect subsidiaries (the “**Last Mile Infrastructure Group**” or the “**Group**”) is committed to conducting its business in a fair, open and honest manner and takes a zero-tolerance approach to all forms of Modern Slavery.

This statement sets out the steps taken by the Group in the Financial Year ending 31 March 2020 to identify and mitigate the risk of Modern Slavery occurring in its business or supply chains.

About the Last Mile Infrastructure Group

The Last Mile Infrastructure Group is organised into seven operating companies:

- **Energetics Design & Build Limited** (SC2324695) designs and builds gas, electricity and water infrastructure for residential, mixed-use and commercial developments in the North of England and Scotland;
- **Last Mile Gas Limited** (SC303150) and **Last Mile Electricity Limited** (SC234694) own and operate installed gas and electricity assets (respectively) under licence from the Gas and Electricity Markets Authority (commonly referred to as the Office of Gas and Electricity Markets, or “Ofgem”);
- **Last Mile Asset Management Limited** (SC546822) carries out business development and asset management services for Last Mile Gas Limited and Last Mile Electricity Limited, including the adoption of new assets from Energetics Design & Build Limited, UK Power Solutions Limited, as well as third party connection providers;
- **Last Mile Meters Limited** (SC573458) owns gas and electricity meters, and hires them to gas and electricity suppliers;
- **Last Mile Infrastructure Limited** (SC293480) employs the majority of our staff working across the Group; and
- **UK Power Solutions Limited** (06256696) designs and builds gas, electricity and water infrastructure for new build residential, industrial and commercial projects in England (Midlands and South) and Wales.

Our Head Office is Fenick House, Lister Way, Hamilton International Technology Park, Glasgow, G72 0FT. We also have offices in Warrington, Gloucestershire, London and Cambridgeshire. As at 31 March 2020, we employed 630 employees in total. All of our employees are based in, and all of our work is undertaken in, the United Kingdom.

Introduction

The Last Mile Infrastructure Group aims to identify and mitigate the risk of Modern Slavery occurring within its business and supply chains. The Last Mile Infrastructure Group has a responsibility to understand the risks in its business and supply chains and has a specific Modern Slavery Act Policy which is approved by the Group’s Chief Executive Officer and compliance with it is monitored by the Group’s Risk & Compliance function.



Employees

The Last Mile Infrastructure Group supports fundamental human rights and is committed to a safe workplace that values equal opportunity, and that is free from discrimination, harassment and victimisation.

The Group has robust policies and procedures concerning employment screening (including work eligibility checks and confirming that prospective employees are in possession of their own identity documents, including valid passports), employment conditions and appropriate workplace behaviour.

All staff are expected to abide by the spirit, as well as the requirements of the Group's policies and procedures concerning Modern Slavery, Whistleblowing, Anti-Bribery and Corruption and Equal Opportunities. Employees are encouraged to report breaches of these policies to their line managers and/or senior executives in the Group. All employees have access to a confidential 24/7 Employee Assistance Programme.

Suppliers

The Last Mile Infrastructure Group's business is both office and field-based with the main supply chain categories comprising:

- professional services in relation to utilities networks and connections as well as financial, legal, tax and regulatory advice;
- manufacturers and suppliers of construction materials for electric, gas and water connections;
- suppliers of plant, vehicles and equipment;
- sub-contractors providing specialist construction and emergency response services; and
- recruitment agencies.

Based on the sector and supply chain profile, the risk of Modern Slavery is considered to be moderate.

We continue to review the risk that our supply chains present and whilst we consider our exposure to Modern Slavery to be moderate, we expect our suppliers and sub-contractors to demonstrate a zero-tolerance approach to the exploitation of people.

Our Modern Slavery Act Policy is communicated to all suppliers and sub-contractors as part of our contracting processes, and they are required to confirm that no part of their business operations contradicts this policy.

Customers

The Last Mile Infrastructure Group is committed to ensuring that compliance with the Modern Slavery Act 2015 is at the heart of both its upstream and downstream supply chains and, to that end, is working to include compliance with the Modern Slavery Act 2015 in its customer vetting process.

Steps Taken

The Group took the following steps in the financial year to which this statement relates:

- Following the acquisition by the Group of a majority stake of the UK Power Solutions business, we implemented our Modern Slavery Act Policy and enabled that policy to become embedded and understood throughout its business.



- We completed a review of all recruiter's terms and conditions to ensure compliance with the Modern Slavery Act 2015 and have committed to only work with recruitment agencies which can demonstrate a zero-tolerance approach to Modern Slavery.
- We renewed our Employee Assistance Programme, which includes 24/7 access to a confidential helpline.
- Our Energetics business implemented an approved sub-contractor list of c.20 sub-contractors. All sub-contractors on this list have signed up to the Group's updated terms and conditions and must demonstrate compliance with the Modern Slavery Act 2015.
- Requesting a copy of their Modern Slavery policy and statements is now part of UK Power Solutions' supplier onboarding process to ensure it only works with those suppliers who can demonstrate compliance with the Modern Slavery Act 2015.
- The Last Mile Asset Management business developed and implemented a Contractor Assessment Process, which will support adherence to the Modern Slavery Act 2015.
- We continued to identify, assess and mitigate against any potential risk areas to ensure the effectiveness of the systems and controls we have in place to ensure that no form of Modern Slavery takes place within our business operations or our supply chains.

Training and Communication

- Communication of our Modern Slavery Act Policy forms part of employee, contractor and subcontractor on-boarding procedures.
- To ensure that our employees have the understanding on how to acknowledge, report and handle Modern Slavery in and around the workplace, we have identified an elearning tool which we intend to roll out over the coming financial year.
- This document is published on the websites of our operating companies and is available on request.

Governance

This *Modern Slavery Act Transparency Statement* is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and was approved by the boards of each of the Last Mile Infrastructure Group companies.

A handwritten signature in blue ink, appearing to read 'Michael Pearce', written over a horizontal line.

Michael Pearce
Chief Executive Officer, Last Mile Infrastructure Group