

## Modern Slavery and Human Trafficking Statement for the Financial Year ending 31 December 2023

This statement, relating to the financial year ending 31 December 2023, is published pursuant to section 54 of the Modern Slavery Act 2015. This statement is published on behalf of Uniper UK Limited, its subsidiaries, affiliates and parent, operating in the UK ("**Uniper**") with turnover in excess of the statutory threshold. This statement sets out the steps that Uniper has taken as an organisation to ensure that slavery and human trafficking are not taking place in any of its supply chains and in any part of its own business.

### Uniper's Commitment

Uniper is committed to the prevention and cessation of modern day slavery, human trafficking and all other associated humanitarian crime, in all its forms. To this end, Uniper will not tolerate slavery or human trafficking in any part of its own business or in any part of its supply chains. Uniper is committed to continuous improvement in the fight against humanitarian crime, wherever it is located.

Uniper expressly recognises the ten principles of the UN Global Compact and actively supports these fundamental principles in the areas of human rights, labour standards, environmental standards and in the application of stringent ethical and moral business standards. These principles also play an important role in the relationship between Uniper and its suppliers.

### Uniper's Business

Uniper is an international energy company with operations in multiple countries.

Uniper's business comprises of four key areas:

- **Power generation**
- **Energy storage**
- **Global energy trading**
- **Engineering and Energy services**

In the UK, Uniper employs around 1,000 people. It operates five gas-fired power stations, one coal-fired power station, one gas storage facility, and also provides engineering and energy services.

### Uniper's Policies

Uniper requires its suppliers including their corporate bodies, employees, representatives, subcontractors and sales partners to comply with its Supplier Code of Conduct (the "**Code of Conduct**").

The Code of Conduct requires Uniper's suppliers to observe all applicable domestic and foreign legal provisions and incorporates the ten principles of the UN Global Compact including fundamental principles in the area of labour standards. The Code of Conduct includes the following requirements:

- To respect the UN Universal Declaration of Human Rights and not be complicit in human rights abuses;
- To not tolerate child labour, forced labour or any other form of compulsory labour;
- To not discriminate against or harass employees;
- To afford employees transparency of working hours and remuneration; and
- To respect employees' freedom of association and right to collective bargaining under applicable laws and ILO conventions.

Uniper's Code of Conduct sets out the labour standards expected of its suppliers and makes clear that Uniper is willing to work together with its suppliers to ensure that they meet the labour standards expected of them.

Uniper's standard supplier agreements require suppliers to comply with Uniper's Code of Conduct and to require their employees and subcontractors to do the same. Uniper may require its suppliers to provide proof which shows that it has obligated its employees and subcontractors to comply with Uniper's Code of Conduct.

Uniper reserves the right to monitor whether its suppliers observe its Code of Conduct by using the following monitoring methods: supplier self-declaration; declaration via third parties; submission of certifications; and conducting on site audits.

Suppliers who fail to observe the Code of Conduct are expected to take immediate remedial action and Uniper reserves the right to terminate relationships with suppliers who cannot demonstrate adherence to the Code of Conduct.

Uniper understands that the risks involved in the issues of modern day slavery and human trafficking are not static. They are ever changing and need to be constantly reviewed and monitored.

Uniper is committed to tackling these issues head-on and will continue to review, monitor and challenge their suppliers and business partners, to ensure it maintains its position as a leading company in the energy industry, tackling the issue of modern day slavery.

### **Supplier Due Diligence**

Before engaging in business with new suppliers, Uniper requires new suppliers with a significant expected annual purchase volume or which have been marked as a high or medium health and safety risk to complete a supplier qualification process.

As part of this process, new suppliers must acknowledge Uniper's Supplier Code of Conduct and must provide a copy of their last report on Corporate Social Responsibility. Suppliers must also provide information about corporate responsibility, their treatment of employees and business integrity. Such information includes whether their company agrees with the Ten Principles of the UN Global Compact and whether they expect their suppliers/contractors to commit to internationally acknowledged social and ethical standards.

Uniper may conduct an on-site audit to verify the information provided by new suppliers during the supplier qualification process.

Depending on a new supplier's responses, Uniper may cease the qualification process, impose corrective actions or continue its qualification process.

In addition to Uniper's supplier qualification process, suppliers with high volume contract orders are subjected to supplier evaluations and suppliers with a significant annual contract volume are risk assessed. Individual measures may be imposed by Uniper's procurement team or operational functions where gaps are identified in supplier evaluations or risk assessments.

### **Uniper's continued commitment**

Uniper will continue to review the steps it is taking to eliminate modern slavery and human trafficking in its business and its supply chains and to make improvements where necessary.

This statement was approved by the Board of Directors of Uniper and has been signed by Michael Lockett on behalf of the Board.

***Michael Lockett***

Director