



# Human Rights and Modern Slavery Statement

# About Envevo

Envevo is a market leading provider of electric vehicle (EV) infrastructure solutions, specializing in the installation, and maintenance of EV charging stations. Established in 2019, we have grown to employ over 150 professionals across our offices in the UK, Ireland and The Kingdom of Saudi Arabia. Our mission is to provide the infrastructure solutions to support our partners transition to achieve net zero.

## About this statement

Envevo is committed to preventing modern slavery and human trafficking in our business activities and supply chains. This statement outlines the steps we have taken during the financial year 2024 to prevent modern slavery in compliance with the Modern Slavery Act 2015.

This is Envevo's first Human Rights and Modern Slavery Statement ('the statement') responding to the requirements of the Modern Slavery Act 2015 ('the Act'). This statement is made pursuant to section 54(6) of the Act and constitutes Envevo's slavery and human trafficking statement for the financial year ending on 31 December 2024.

This statement sets out the steps taken by Envevo between 1 January 2024 and 31 December 2024 to identify and prevent human rights abuses and modern slavery existing within its business and supply chains. It was approved by the Envevo Board of Directors on 6th of January 2025.



# Our Company Pillars



## Safety

Safety comes first when providing electrical connections and we're committed to always ensuring the safety of our people and sites.

We ensure our team of accredited engineers take all necessary precautions to deliver safe installations.

Our team are trained and supported in all aspects of their role to ensure they carry this out to the best of their ability and in a safe and respectful way.



## People

People feel valued and can be themselves at work.

People are empowered to do the right thing- to make decisions to deliver for our clients.

We are intentional about bringing people together to foster strong connections that result in a collaborative environment.

We strive for excellence in everything we do.

We support career progression by nurturing talent and providing learning and development opportunities.

We collectively share in the success of Envevo.



## Engineering Innovation

We create collaborative partnerships with our clients to deliver ground-breaking solutions to their infrastructure requirements, from conception to construction.

We push the boundaries, do what's right for our clients, and deliver quality projects.

We continue to evolve the services we offer, establishing ourselves as a market leader in the EV charging installation and maintenance market.



## Corporate responsibility (ESG)

We support our clients, people, local communities, suppliers, shareholders and our planet by making decisions that are ethically, socially, environmentally and sustainably responsible.

Our strategy and decisions are all in pursuit of reducing carbon emissions to net zero.

We aim to ensure the longevity of our installations through sustainable material sourcing and resource-efficient construction.

## Our Mission



Providing the infrastructure solutions to support our partners transition to achieve net zero.

## Our Purpose



Leading the way in decarbonisation to benefit our planet.



# Our Values



## We're A Team

We work together and support each other  
We're friendly and show our appreciation  
We create a place where everyone belongs



## We Own It

We're fast-paced, energetic and passionate  
We're dedicated to doing the right thing  
We get stuff done



## We're Future Oriented

We strive to be the best  
We create transformational solutions  
We want to grow and learn



## We Care About Our Community

We're generous with our time and resources  
We're committed to doing good  
We give back to local communities



## We're Customer Focused

We go the extra mile  
We work hard to deliver a quality service  
We have a reputation for excellence



# Organisational Structure and Supply Chains

The majority of Envevo's operations take place in the UK, however we have recently extended our market reach to Ireland and The Kingdom of Saudi Arabia. As Envevo expands in size, and geographical locations, the prevention of human rights violations including child labour, forced labour, and human trafficking, are a priority.



## Envevo Workforce

The majority of Envevo's workforce is based in the UK. On 31 December 2024, had 159 employees who work across our offices and operational sites. Given the nature of Envevo's business and operations, the workforce tends to be highly skilled with employment terms and conditions to match. On 31 December 2024, Envevo's employees had an average length of service of 3 years and 99.4% of employees were on permanent contracts. An average employee's earnings were £47,912 and women comprised 22.6% of the workforce on 31 December 2024.

# Key achievements in 2024

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Envevo became a Real Living Wage accredited employer, meaning all employees are paid this as a minimum, showing our ongoing commitment to fair and equitable pay.

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We crafted our purpose, mission, pillars and values, clearly articulating our culture, what it means to work at Envevo and what we're trying to achieve as a business.

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We implemented an e-learning platform providing access to e-learning modules such as Whistleblowing and Sexual Harassment in the Workplace.

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We implemented an HR system with anonymous reporting functionality for our team to share any concerns and support our 'speak up' culture.

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We refreshed our Employee Handbook and full suite of HR policies in line with updated legislation, giving everyone full access to these via our document management system.

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# Supply Chains

We work with a diverse range of clients to create collaborative partnerships to deliver ground-breaking solutions to their infrastructure requirements, from conception to construction. Our supply chain includes manufacturers of EV charging equipment, electrical components, and construction materials, ensuring that we use the best products available to deliver high-quality services.



We are developing an approved supply chain for both Suppliers and Sub-contractors and an essential part of this is compliance by our supply chain with the requirements of inter alia of the Modern Slavery Act 2015.

All approved Sub-Contractors and Suppliers will be required to comply with the requirements of the Modern Slavery Act 2015, “the Act”. Envevo Limited is fully committed to achieving the aims set out in the Act through all of its supply chain.

As well as requiring compliance with the Act by Envevo Limited and our supply chain we will undertake audits and risk assessment of suppliers to ensure they are complying with these requirements, particularly where the supply chain may involve geographical locations which may be of higher risk.

We aim to provide access to training to all staff of Envevo Limited relating to this subject and ensure all those involved in the procurement process and supply chain have undergone such training to ensure compliance with the Act and the principles contained therein.



# Policies in Relation to Modern Slavery

We have implemented the following policies to combat modern slavery:

Modern Slavery and Human Trafficking Policy

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Whistleblowing Policy

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Equal Opportunities and Diversity Policy

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Code of Conduct

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Grievance Policy

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Sustainable Procurement Policy

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Anti-Bribery and Corruption Policy

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Health and Safety Policy

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These policies are designed to ensure that our business operations and supply chains are free from modern slavery and human trafficking.

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# Due Diligence Processes

We conduct due diligence on our suppliers to assess and mitigate the risk of modern slavery. This includes:

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- Supplier risk assessments
- Audits and inspections
- Supplier code of conduct agreements

# Risk Assessment and Management

We regularly assess the risk of modern slavery in our operations and supply chains. Our risk management strategies include:

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- Identifying high-risk areas
- Implementing mitigation measures
- Monitoring and reviewing the effectiveness of these measures
- Monitoring any modern slavery issues highlighted via our anonymous reporting mechanism.

We have a robust governance structure in place to ensure human rights standards are achieved, this includes:

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1. Board of Directors- overall responsibility for Envevo's approach to protecting human rights and mitigating the risk of modern slavery.
2. Executive Committee- reviews the business risk register monthly assessing any activities relating to human rights risk mitigation. This committee comprises the Chief Executive Officer, Chief Technical Officer, Chief Operating Officer, Chief Financial Officer, Chief People Officer, Director of Fleet and Director of Maintenance.
3. Management Review Team- oversight and review of the business management system, aligned to Envevo's ISO accreditations.
4. ESG committee- oversight and guidance on the company's efforts in these three areas- Environmental, Social and Governance. The committee has oversight of implementation of policies, data review and reporting, risk management, strategic guidance, stakeholder engagement and continuous improvement.

## Effectiveness in Combating Modern Slavery

We are in the process of developing the most suitable method to demonstrate compliance and effectiveness of policy and procedure in relation to combatting slavery.

## Training and Capacity Building

We provide training to our employees and suppliers to raise awareness about modern slavery and human trafficking. This training covers:

- Our policies and procedures- policies reviewed and refreshed in line with employment legislation changes.
- Induction programme
  - Code of Conduct
  - Describing our culture- purpose, mission, pillars and values
- Annual training on the following:
  - Modern Slavery
  - Whistleblowing
  - Sexual Harassment in the Workplace



# Action Plan for 2025

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1. Design and implement sub-contractor and supplier evaluation forms.
2. Introduce a Supplier Code of Conduct and Grievance Procedure for same.
3. Supply Chain sustainability procedure to be established including Qualitative KPI tracking.
4. Start to track number of reportable incidents or violations related to Modern Slavery or Human Trafficking.
5. Training for managers on Equality, Diversity and Inclusion Awareness.

## Approval and Signature

This statement has been approved by the board of directors and is signed by:



Michael Kennedy, CEO  
6th January 2025

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# Get in touch



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