

envevo

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 2025 to prevent modern slavery in compliance with the Modern Slavery Act 2015.

This is Envevo's second 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 2025.

This statement sets out the steps taken by Envevo between 1 January 2025 and 31 December 2025 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 28th January 2026.



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 groundbreaking 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, with operations now in place in Ireland and The Kingdom of Saudi Arabia. As Envevo expands in size, and geographical locations, the prevention of human rights violations and modern slavery continue to be a priority.



Envevo Workforce

The majority of Envevo's workforce is located within the UK. As of 31 December 2025, we employed 155 people across our offices and operational sites. Owing to the nature of our business, our workforce is predominantly highly skilled, with employment terms and conditions that reflect this. At the end of 2025, Envevo employees had an average tenure of 2 years and 10 months, and all employees were engaged on permanent contracts, an increase from 99.4% the previous year. Average annual earnings were £48,572, compared with £47,912 in the prior period. Women represented 23.2% of our workforce as of 31 December 2025, up from 22.6% the year before.



Key Achievements in 2025

Creation and Implementation of Enhanced Supplier and Subcontractor Controls

In 2025, we strengthened our approach to ethical sourcing and supply chain transparency by designing and implementing a comprehensive Supplier and Sub-Contractor Evaluation Form and Assessment Process. This new framework ensures that all existing and prospective partners are assessed against clear standards relating to labour practices, recruitment methods, working conditions, right-to-work compliance, and alignment with our expectations under the Modern Slavery Act. The process has now been fully embedded into our procurement and onboarding activities, improving consistency, visibility, and risk management across our supply chain.

We also introduced a formal Supplier Code of Conduct, setting out the ethical, legal, labour and human-rights standards we expect from every organisation we work with. The Code requires adherence to fair working practices, prohibits forced or exploitative labour, and mandates transparency throughout the supply chain. All new suppliers are now required to sign and comply with the Code, and we began the process of cascading it to existing suppliers during 2025.

As further evidence of our commitment to responsible and ethical business practices, we conducted an initial benchmarking exercise with EcoVadis, achieving a Bronze Sustainability rating in 2025. This will now allow us to monitor our progress internally and have our progress verified externally. This external assessment recognises the progress we have made in strengthening our policies, practices and governance frameworks across labour and human rights, ethics, the environment and sustainable procurement.

Together, these actions significantly enhance our ability to identify, mitigate and respond to modern slavery risks, and demonstrate our ongoing commitment to responsible sourcing and high standards of worker protection.

Key achievements in 2025



Strengthening our commitment as a Real Living Wage employer

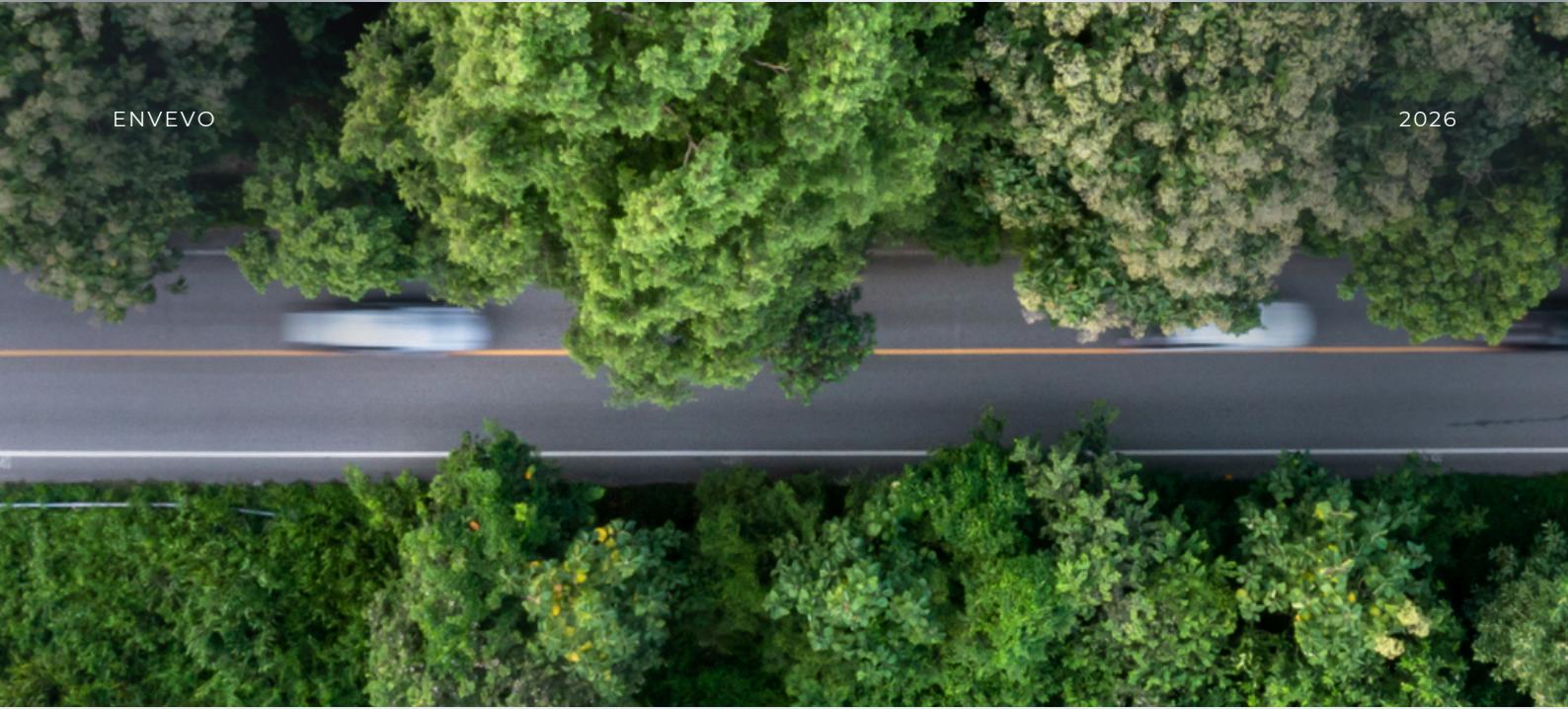
Building on our accreditation in 2024, we continued to ensure all employees received at least the Real Living Wage throughout 2025. We also embedded this standard into our recruitment practices reinforcing our commitment to fair and equitable pay across our operations.

Integrated our purpose, mission, and values into the business

Following the development of our organisational framework in 2024, we focused in 2025 on embedding these into our daily operations, people processes, and leadership practices. This included creating a leadership development program for all leaders, performance conversations, onboarding materials, and internal communications to ensure our culture and expectations are consistently understood and lived.

Expanded our e-learning platform and compliance training

We enhanced our digital training offering by adding new modules related to ethical conduct, anti-bribery, and inclusive workplace behaviours. Completion rates were monitored through our learning management system to ensure all team members received regular, high-quality learning relevant to preventing modern slavery and promoting a safe working environment.



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

Whistleblowing Policy

Equal Opportunities and Diversity Policy

Code of Conduct

Grievance Policy

Sustainable Procurement Policy

Anti-Bribery and Corruption Policy

Health and Safety Policy

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

Due Diligence Processes

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

- 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:

- 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:

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

To measure the effectiveness of our efforts, we use the following key performance indicators (KPIs):

- Number of supplier audits conducted
- Training completion rates

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

1. Start to track number of reportable incidents or violations related to Modern Slavery or Human Trafficking.
2. Training for managers on Diversity, Equity and Inclusion Awareness.
3. Encourage ethical procurement when selecting EV chargers, cables, PPE, civils partners, and logistics providers.
4. Conduct site audits to check worker identity, working conditions, excessive subcontracting, or signs of exploitation.
5. Encourage suppliers to adopt similar standards, based on our Supplier Code of Conduct.
6. Work towards improving our EcoVadis sustainability score by implementing targeted enhancements across labour, human rights and responsible procurement based on annual assessment feedback.
7. Commit to continuous improvement year-on-year, by reporting transparently on outcomes, findings, and improvement actions.

Approval and Signature

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



Michael Kennedy, CEO
30th January 2026

CONTACT

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Get in touch

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