



**Modern Slavery Act Transparency
Statement for the Financial Year
ending 31 March 2025**



1. Modern Slavery Act Transparency Statement for the Financial Year ending 31 March 2025

The Modern Slavery Act 2015 prohibits slavery, servitude, forced or compulsory labour and human trafficking (collectively referred to throughout this statement as “**Modern Slavery**”). Last Mile Infrastructure Group Limited (11534385), and our direct and indirect subsidiaries (the “**Last Mile Infrastructure Group**” or the “**Group**”), are committed to conducting business in a fair, open and honest manner and take 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 2025 to identify and mitigate the risk of Modern Slavery occurring in our business and in our supply chains.

2. About the Last Mile Infrastructure Group

The Last Mile Infrastructure Group designs, installs, owns and operates multi-utility infrastructure networks, including gas, electricity, heat, water and wastewater, as well as smart meters, connecting new build properties across the United Kingdom. The Group is a portfolio company of both Infracapital, the infrastructure equity investment arm of M&G plc, and Macquarie Asset Management and is organised into eight operational companies:

- **Last Mile (Design and Build) Limited** (SC573458), **Energetics Design & Build Limited** (SC2324695), and **UK Power Solutions Limited** (06256696) design and build gas, electricity, heat and water infrastructure for residential, mixed-use and commercial developments;
- **Last Mile Gas Limited** (SC303150) and **Last Mile Electricity Limited** (SC234694) own and operate gas and electricity networks (respectively) under licence from the Gas and Electricity Markets Authority (commonly referred to as the Office of Gas and Electricity Markets, or “Ofgem”);
- **Icosa Water Services Limited** (10479916) own and operate water and wastewater networks under licence from the Water Services Regulation Authority (commonly referred to as “Ofwat”);
- **Last Mile Heat Limited** (13387039) own and operate heat networks; and
- **Last Mile Asset Management Limited** (SC546822) adopts, operates and maintains the multi-utility infrastructure networks originated by Last Mile (Design and Build) Limited, UK Power Solutions Limited, Energetics Design and Build Limited and numerous other Independent Connection Providers across the United Kingdom, ensuring new developments for both national and regional housebuilders and developers are connected to essential infrastructure.

Our Head Office is Fenick House, Hamilton International Technology Park, Glasgow, G72 0FT. We also have offices in Gloucestershire, Warrington, London, Cambridge, Swindon and Cardiff. As at 31 March 2025, we employed 806 staff across the Group. All our employees are based in, and all our work is undertaken in, the United Kingdom.



3. Introduction

The Last Mile Infrastructure Group is committed to identifying and mitigating the risk of Modern Slavery within its operations and supply chains. The Group recognises its responsibility to understand and address these risks and has implemented a dedicated Modern Slavery Act Policy. This policy, approved by the Group's Chief Executive Officer, is actively monitored for compliance by the Risk and Compliance function to ensure ongoing vigilance and accountability.

4. 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 as well as its Code of Ethics. 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 and direct access to the Whistleblowing Officer.

5. Supply Chain

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

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

We use a variety of local and national suppliers to source goods, services, equipment and human resource for the operation of the business. While we operate within the UK's construction industry, which is considered a sector to be at higher risk of Modern Slavery, based on our 'well-known' supply chain profile and the industry sector in which we specifically operate, the risk to the Group 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.



The principal way in which we approach managing the risks of Modern Slavery is by using the procedures set out in our Modern Slavery Policy and the implementation of our Supplier Code of Conduct, including due diligence of our supply chain to establish what steps, measures and practices they have implemented to prevent Modern Slavery occurring in their organisations and ensuring that contracts contain provisions allowing for automatic termination for breach of the Modern Slavery Act 2015 (on a risk adjusted basis).

6. 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, ensures that compliance with the Modern Slavery Act 2015 is included in all of its customer and supplier vetting processes.

7. Steps Taken

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

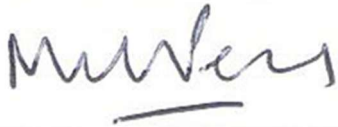
- We reviewed our Modern Slavery Policy, which we do at least annually.
- We renewed our Employee Assistance Programme, which includes 24/7 access to a confidential helpline.
- Our Last Mile (Design and Build), Energetics and UKPS businesses continued to ensure that all new and existing subcontractors have signed up to the Group's updated terms and conditions which includes demonstrating compliance with the Modern Slavery Act 2015.
- The Last Mile Asset Management business continues to require all Independent Connection Providers and Contractors (via their relevant agreements) to acknowledge and comply with the provisions of the Modern Slavery Act 2015, including the expectation that, upon request, they can outline the steps they have taken to prevent modern slavery within their operations and supply chains.
- We continued to ensure completion of our compulsory annual eLearning training course on Modern Slavery for all employees.
- We introduced a new company Code of Ethics which outlines the principles and standards that we expect our employees to follow in conducting our business to ensure the integrity of Last Mile is upheld, our operations are conducted safely, and our customers and stakeholders can trust us to deliver for them. This includes ensuring compliance with laws and regulations and respecting human rights.
- We introduced a Supplier Code of Conduct which requires our suppliers, amongst other things, to uphold the requirements of our Modern Slavery Policy.
- 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.

8. Training and Capacity

- Communication of our Modern Slavery Policy forms part of employee, contractor and subcontractor on-boarding procedures (note that our Policy is only provided to Independent Connection Providers (with the requirement that they confirm commitment to it) where their own policy provided to us as part of the on-boarding process, does not meet our standards).
- Our Modern Slavery Policy is publicised internally to raise awareness.
- We provide Modern Slavery training through our Group-wide e-learning platform and is completed on an annual basis.
- This document is published on the websites of our operating companies and is available on request.

9. 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 black ink, appearing to read 'Michael Pearce', written over a horizontal line.

Michael Pearce

Chief Executive Officer, Last Mile Infrastructure Group