MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

EA Technology Limited is making this modern slavery and human trafficking statement relating to section 54 of the United Kingdom *Modern Slavery Act* 2015 and the Australian *Modern Slavery Act* (2018)

We oppose slavery and human trafficking in all its forms and this statement demonstrates our commitment to ethical trading principles and to set out the steps we are taking to tackle modern slavery and human trafficking in our business and in our supply chains.

This statement will be published on our Corporate Website.

ABOUT US

We are an SME business providing Technical and Consultancy Services in the Energy sector, providing owners and operators of energy networks around the world with the insight, tools, investment models and advice which enables them to run reliable, cost effective and safe networks. We are headquartered in the UK and have offices in Australia, China, Singapore and the US.

OUR COMMITMENT TO ETHICAL TRADING

In line with our corporate values, we are committed to acting ethically and with integrity in all our business relationships and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

Our supply base is split; 80% UK, 10% EU & 10% Rest of the World. We are supported outside the UK by local offices and their local supply chain. We procure products and services from over 800 suppliers on a global basis. Materials, products and services sourced by us include electronic, mechanical components, IT services, logistics and consultancy services.

DUE DILIGENCE PROCESSES

As a company, we undertake appropriate and thorough background checks on all potential employees. Such diligence is not restricted to just our staff however and extends to our suppliers and work partners. We have a Due Diligence Process for screening suppliers in which suppliers are asked to complete a questionnaire and confirm compliance with our Code of Ethics, Business and Professional Conduct Policy. These are submitted to the supplier manager for review and held on file. Wherever necessary, suppliers are visited by the supplier manager or a local representative to carry out due diligence checks before their engagement.

ASSESSING AND MANAGING RISK

The risks in some countries are higher than others where protection against breaches of human rights are limited, particularly with regards to the rights of contract workers. We have assessed these geographical risks against the goods we procure using information from the US Department of Labor and have determined that the greatest risk of child or forced labour in our supply chain is in the manufacture of electronic components and assemblies, and metals used in the production of our electronic products.

We only employ agency workers through reputable employment agencies and we communicate our expectation on ethical business practices.

EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Due to our robust assessment procedures, we have not had any incidents of modern slavery occurring within our business or reported within any of our supply chains. Nonetheless, as a company we remain vigilant against any signs of modern slavery in any form. Both employees and suppliers are under a duty to report any incidents of modern slavery to us so that such matters can be thoroughly investigated should they occur. Our employees are protected when making such a report through our Whistleblowing Policies.

TRAINING & COMMUNICATION

Our Code of Ethics, Business and Professional Conduct Policy is communicated to staff upon joining the company and regularly thereafter to ensure that the employee body is aware of our position on modern slavery and human trafficking. Our standard terms and conditions require suppliers to confirm their agreement to follow our Code of Ethics, Business and Professional Conduct Policy each time they enter into an agreement with the company on our terms

EA Technology takes all allegations of modern slavery and human trafficking seriously. As such, we encourage the disclosure of information about malpractice/wrongdoing occurring in the business or its supply chains. Any allegations of slavery and human trafficking can be raised with line managers or with HR.

We understand that our reputation and good name are two of our greatest assets, which could easily be tarnished by actual or suspected corrupt or unethical behaviour. Copies of our relevant policies can be obtained upon request.

This statement is made pursuant to the United Kingdom's *Modern Slavery Act* (2015), and the Australian *Modern Slavery Act* (2018). It constitutes our Modern Slavery and human trafficking statement following the end of the financial year ending **March 2026**. This statement was approved by the Board of Directors on **27 October 2026**.

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James Bodha

Chief Finance Officer

EA Technology Limited

Date of Next Review – September 2027