

## MODERN SLAVERY STATEMENT

### Introduction

This statement is made by ERG International UK Limited (ERG UK) in accordance with Section 54 of the Modern Slavery Act 2015 ("the Modern Slavery Act") for the financial year ending 31<sup>st</sup> December 2024.

At ERG UK, we take our responsibility to combat modern slavery and human trafficking very seriously. This statement outlines our approach to playing our part in the fight against modern slavery and human trafficking, and our commitment to developing policies and procedures for addressing this risk in the context of our operations. The same also applies in respect of those we contract with and our supply chains to the extent that we are in a position to positively influence them.

ERG UK reviews and approves this Modern Slavery Statement annually.

### Our Business, Organisational Structure & Supply Chains

ERG UK is an infrastructure contractor and total solutions provider that has operations in the UK and internationally, and originates, develops, designs, builds, and invests in long-term large-scale infrastructure operations. ERG UK contracts with clients to provide integrated financing, design, engineering and construction solutions, delivering sustainable and comprehensive projects in the energy, water and transportation sectors.

As a service-based company, our supply chain involves minimal procurement of tangible goods or equipment for direct company operations. Our supply chain includes the procurement of contractors and intangible assets such as computer software or licenses. We also contract suppliers for procuring office-related goods and services for our employees.

### Policies on Slavery & Human Trafficking and Measuring its Effectiveness

We have a company-wide whistleblowing policy that is applicable to all employees, officers, consultants, contractors, casual workers, and agency workers so that whistleblowing concerns including, but not limited to, bribery, fraud, any criminal activity, and health and safety risks can be raised confidentially.

In 2024, we have finalised and implemented our Anti-Slavery Policy that sets out our expectations and best practices for all employees, contractors, suppliers or affiliated third parties to ERG UK with regards to compliance with local labour laws as a minimum regarding child and forced labour, human trafficking and modern slavery. It also reflects our commitment to acting ethically and with integrity in all our business relationships.

In addition, we have also finalised our Supplier Code of Conduct, which aims to corporate integrity, responsible sourcing, environmental sustainability and the safety and wellbeing of workers in the countries where we do business. The Code establishes the minimum standards that must be met by any entity that supplies products or services to ERG UK.

## Due Diligence Processes

The international scope of our project-related activities and services means we strive to work to the highest international and local standards. These include the IFC Performance Standards on Environmental and Social Sustainability and the Equator Principles. Such standards require us to undertake full due diligence and to ensure that we are compliant with national employment and labour laws and mitigate the risk of modern slavery and human trafficking.

In 2024, we have continued to monitor our supply chain risk and assess any cases of non-compliance as and when they are identified on an individual basis, taking action as required.

## Training

Our employees are required to be familiar with and comply with all our policies and procedures in our employee handbook, which include policies on anti-slavery, whistleblowing and incident management. This Modern Slavery Statement is also internally distributed to ensure awareness across the company.

We have conducted mandatory modern slavery training for our employees in 2024. The training provides awareness of what modern slavery is and how to spot its potential signs in domestic and international environments. It also informs how staff should respond where they have any concerns or suspicions.

The training is being incorporated into the company employee onboarding process.

## Continuous Improvement

We are committed to transparency and accountability in our efforts to combat modern slavery in our supply chains. In the coming year, we plan to:

- Continue further training for our employees in accordance with our Anti-Slavery Policy and also raise awareness about modern slavery and human trafficking, to ensure that they are equipped to identify and report any potential incidents of modern slavery in our operations or supply chains.
- Review and update this Modern Slavery Statement on an annual basis.

Signed: .....

Murat Dedeoglu, Chief Executive Officer  
ERG International UK Ltd.

Date: ..... 2025