

EirGrid Group Modern Slavery Statement

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Introduction

EirGrid Group operates and develops the electricity system in Ireland. Our primary role is to operate, develop and enhance the all-island power system and the wholesale electricity market.

We also manage and operate interconnectors that connect Ireland’s electricity grid to Great Britain. The East-West Interconnector was developed and is owned by EirGrid Interconnector DAC.

Jointly with SONI Ltd, we operate the Single Electricity Market for the island of Ireland. SONI Ltd, in accordance with its licence, is independent from EirGrid plc with its own independent Board of Directors who are responsible for its activities and performance.

For more information, please refer across our website: www.eirgrid.ie/about-us/eirgrid-group.

This is EirGrid plc’s Modern Slavery & Human Trafficking Statement setting out the steps taken to combat modern slavery in our business and supply chains in accordance with the UK Modern Slavery Act 2015.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes EirGrid plc’s statement for the financial year ending 30 September 2024.

This statement is made by and on behalf of EirGrid plc.

Approach

The Board, the Chief Executive and the executive team are committed to upholding and respecting all aspects of human rights including ensuring that slavery and human trafficking is not taking place in our business or any of our supply chains. Our approach is summarised as follows:



Policies

We have a range of Group policies and procedures embedded within the organisation which relate to how we do business, specifically:

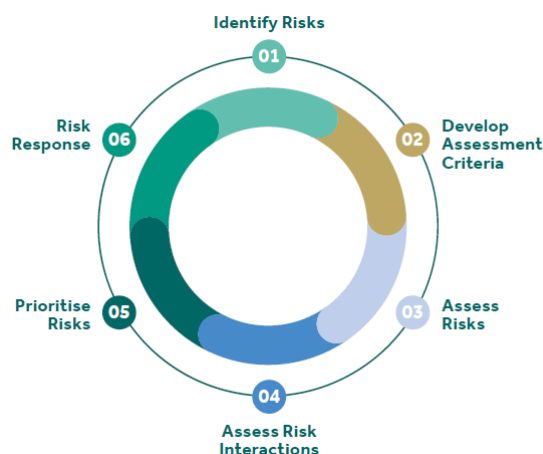
- Our “Values & Behaviours” articulate the core values we hold as a business and the behaviours we expect all employees and contractors to portray in delivering these values including transparency and acting with integrity.
- Employee and Director Codes of Conduct incorporate specific commitments to Modern Slavery and Human Rights, as well as emphasizing our zero-tolerance approach to unethical practices and any form of bribery or corruption within the Company and the organisations we work with.
- Protected Disclosures Policy provides guidance to our workforce and encourages and sets out our expectation for employees and others to report any concerns relating to a wrongdoing in the workplace and elsewhere in relation to EirGrid’s operations. EirGrid shall not tolerate any employee being discriminated against or suffering any detriment because of raising a concern.

Due Diligence

- During the year we performed a risk assessment review of our key suppliers in EirGrid by value based on both geographical area and information available on their approach to modern slavery/human trafficking to confirm that controls are in place and to understand how effective these controls are to ensure that modern slavery does not exist within EirGrid plc's supply chain.
- Modern Slavery/Human Trafficking monitoring is embedded within our Anti-Bribery & Corruption Policy.
- Group Procurement Procedures requiring "that all suppliers who participate in a formal tender process adhere to all statutory obligations under current Occupational Health & Safety, Environmental Management, Employment and Equality Legislation and the Modern Slavery Act".
- Supplier Terms & Conditions which require all suppliers of goods and services to demonstrate compliance with governing laws, anti-bribery, and anti-corruption regulations.

Risk Management & Review

Continued application of the Enterprise Risk Management Framework to continually identify, assess and respond to any risks associated with slavery/human trafficking and continue to assess the risk environment to ensure our controls remain fit for purpose.



Ongoing review of the application of the above-stated policies and procedures is performed via our Three Lines (of Defence) Model.

Continuous Improvement

We shall continue to promote awareness of our responsibility through the application of the above-stated policies and processes. We have developed and commenced mandatory compliance training specifically for new employees, from August 2024 onwards, and the programme encompasses critical information regarding modern slavery and human trafficking. Furthermore, we plan to implement additional measures in 2025 to strengthen our dedication to the fight against modern slavery:

- Continue to monitor our key suppliers to ensure that controls are in place and to understand how effective these controls are to ensure that modern slavery does not exist within EirGrid plc's supply chain.
- Perform a focused risk-based review of a sample of our key suppliers on their approach to modern slavery and human trafficking.
- Deliver awareness and refresher training to all employees.

Any instances of non-compliance with the Act will be assessed on a case-by-case basis, with any remedial action tailored appropriately.

This statement was approved by the Board of Directors of EirGrid plc.

A new statement will be published each year on EirGrid's website for the EirGrid plc at www.eirgrid.ie