

EirGrid Group Modern Slavery Statement 2026

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Introduction

This document represents EirGrid plc's Modern Slavery & Human Trafficking Statement, detailing the measures implemented to address modern slavery within our operations and supply chains, in compliance with the UK Modern Slavery Act 2015.

This statement is issued in accordance with section 54(1) of the Modern Slavery Act 2015 and serves as EirGrid plc's declaration for the financial year concluding on 30 September 2025. This statement is made by and on behalf of EirGrid plc

EirGrid plc is committed to upholding and respecting human rights and to acting ethically and with integrity in all of its business activities and relationships. The Board, Chief Executive and Executive Team recognise the importance of preventing modern slavery in all its forms and are committed to implementing appropriate policies, procedures and controls to mitigate the risk of modern slavery and human trafficking occurring within EirGrid's operations and supply chains.

Business and Supply Chain

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.

The majority of EirGrid's activities are undertaken in Ireland, with certain operations and supply relationships extending to the United Kingdom and the wider European Union. Given the nature of our business, EirGrid considers that the risk of modern slavery is more likely to arise within our supply chains than within our direct operations. Our supply chain includes contractors and suppliers providing construction and civil works, engineering and technical services, specialist equipment and materials, information and communications technology, professional services and facilities management.

EirGrid engages suppliers through regulated procurement processes and expects all suppliers and contractors to operate to the same high standards of ethical conduct and compliance with applicable employment, human rights and modern slavery legislation.

Approach

Our strategy is outlined as follows:



Policies

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

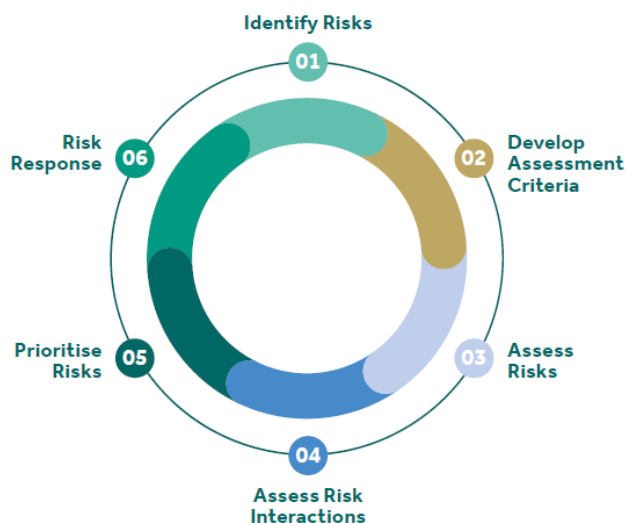
- Our "Values & Behaviours" define the fundamental principles we uphold as a company and the conduct we anticipate from all employees and contractors in embodying these principles, which include transparency and integrity.
- The Codes of Conduct for Employees and Directors include explicit commitments to Modern Slavery and Human Rights. They also highlight our unwavering stance against unethical practices, including any type of bribery or corruption, both within the Company and in the organizations, we collaborate with.
- The Protected Disclosures Policy offers direction to our staff and promotes our expectation that employees and others report any issues related to misconduct in the workplace and in connection with EirGrid's operations. EirGrid will not accept any form of discrimination or disadvantage against an employee for voicing a concern.

Due Diligence

- Throughout the year, we improved the checklist for due diligence requirements that we utilize in evaluating our primary suppliers. We conducted a risk assessment of our key suppliers at EirGrid, considering their value in relation to geographical location, sector, and the information available regarding their strategies against modern slavery and human trafficking. This assessment was conducted to verify that appropriate controls are established and to gauge the effectiveness of these measures in ensuring that modern slavery is absent from EirGrid plc's supply chain.
- The monitoring of Modern Slavery and Human Trafficking is integrated into our Anti-Bribery and Corruption Policy.
- The Group Procurement Procedures stipulate that all suppliers involved in a formal tender process must comply with all legal obligations as outlined in the current Occupational Health & Safety, Environmental Management, Employment and Equality Legislation, as well as the Modern Slavery Act. EirGrid retains the authority to conduct audits on suppliers to ensure adherence to modern slavery and human rights standards.
- Terms and Conditions for Suppliers that mandate all providers of goods and services to show adherence to applicable laws, as well as 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 mandatory compliance training specifically for new employees and the programme encompasses critical information regarding modern slavery and human trafficking.

Furthermore, we implemented 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