

## Modern Slavery Statement

### Organisation

This statement applies to the company designated by ENEIDA, Grid Intelligence, S.A. (referred to in this statement as 'ENEIDA'). The information included in the statement refers to the financial year 2023-2024.

### Organisational structure

ENEIDA operates from its headquarters in Coimbra, Portugal, with control coming from a Board of Directors.

The main activities of ENEIDA relate to conception, development, implementation and maintenance of network assets and electrical facilities' optimization and condition monitoring systems.

As demand for ENEIDA's services are consistently throughout the year, staff are employed on a permanent basis and are therefore not seasonal.

The labor supplied by ENEIDA in pursuance of its direct operations is carried out in Portugal and the subcontracted activities occur mainly in the UK and EU.



## Definitions

ENEIDA considers that modern slavery encompasses:

- Human trafficking;
- Child labour;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity and/or being bought or sold as property;
- Being physically constrained or to have restrictions placed on freedom of movement.

Our values, which are embedded throughout our business, set the perimeters for how we expect our people to behave with colleagues, clients, and the world at large.

## Commitment

ENEIDA acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. It also understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chain.

ENEIDA does not enter into business with any other organisation, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.



No labour provided to ENEIDA in the pursuit of the provision of its own services is obtained by means of slavery or human trafficking. ENEIDA complies with all the standards and general rules demanded in accordance with the applicable labor legislation in Portugal and UK.

## Supply chain

In order to fulfil its activities, ENEIDA's main supply chain includes those related to the provision, production and delivery of ENEIDA products. We understand that ENEIDA's first-tier suppliers are intermediary traders and therefore have further contracted relationships with lower-tier suppliers.

## Potential exposure

ENEIDA considers its main exposure to the risk of slavery and human trafficking to exist in the supply chain where their production may involve the provision of labor in a country where protection against breaches of human rights may be limited.

In general, ENEIDA considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## Steps



ENEIDA carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organization or supply chains, including conducting a review of the controls of its suppliers.

ENEIDA has not, to its knowledge, conducted any business with another organization which has been found to have involved itself with modern slavery.

ENEIDA has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- Reviewing supplier policies to ensure that they are up to date and relevant;
- Ensuring staff are aware of ENEIDA's zero tolerance policy toward modern slavery.

In the event that modern slavery is exhibited or suspected by ENEIDA originating from a supplier:

- The supplier is to be immediately suspended as an approved supplier;
- Further checks made with the supplier to confirm or deny any suspicions;
- If suspicions are founded, then the supplier is to be removed from our approved supplier list;
- In addition, any customer or supplier found to be in breach of the Modern Slavery Act 2015, may have contracts which exist between ENEIDA and the supplier cancelled.

## Training

ENEIDA provides the following training to staff to effectively implement its stance on modern slavery:



- Training on induction to ENEIDA covering all our internal policies including modern slavery;
- Training on induction to ENEIDA to explain what we are looking for when considering a new supplier to add to the approved supplier list;
- An annual refresher for all staff to review and sign off that they have read and understood all sections of the staff and company manuals.

## Slavery compliance officer

ENEIDA has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action regarding ENEIDA obligations.

Slavery Compliance Officer: Cecilia Gomes (IMS Manager), [cgomes@eneida.io](mailto:cgomes@eneida.io)

Date of approval: 5th February 2024

Carlos Pina Teixeira

