



Modern Slavery & Human Trafficking Statement

Introduction

EirGrid Group operates in both Ireland and the UK and has international supply chains which provide goods and services to our businesses. This statement presents the measures EirGrid Group¹ has taken to combat modern slavery in our business and supply chains in line with the UK Modern Slavery Act 2015.

Our Processes & Procedures

We have a range of 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;
- Employee and Director **Codes of Conduct** incorporating Ethics in Public Office and Anti-Bribery & Corruption policies;
- **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”²;
- **Supplier Terms & Conditions** which require all suppliers of goods and services to demonstrate compliance with governing laws, anti-bribery and anti-corruption regulations;
- **Protected Disclosures Policy** (Whistleblowing) which is applicable to all employees on permanent and temporary contracts, officers, contractors, consultants, agency workers, secondee employees, casual workers, volunteers, interns, trainees, former employees of all entities within the EirGrid Group; and
- Application of a **Group Risk Management Framework** to identify and assess all risks including slavery and human-trafficking.

Ongoing review of the application of the above policies and procedures is performed via management oversight and Internal Audit & Compliance.

Ongoing Commitment

The Board, the Chief Executive and the Executive Management Team are committed to ensuring that slavery and human trafficking is not taking place in our business or any of our supply chains and we shall continue to promote awareness of our responsibility through the application of the above policies and processes and the provision of relevant training and guidance to our employees.

Mark Foley (on behalf of the Board)

Chief Executive
May 2020

¹ EirGrid Group includes the following entities: EirGrid plc, EirGrid UK Holdings Ltd, SONI Ltd, SEMO (a contractual joint venture between EirGrid plc and SONI Ltd, EirGrid Telecoms DAC and EirGrid Interconnector DAC.

² Extract from EirGrid Group Procurement Procedures Section 5 (Sustainable Procurement).