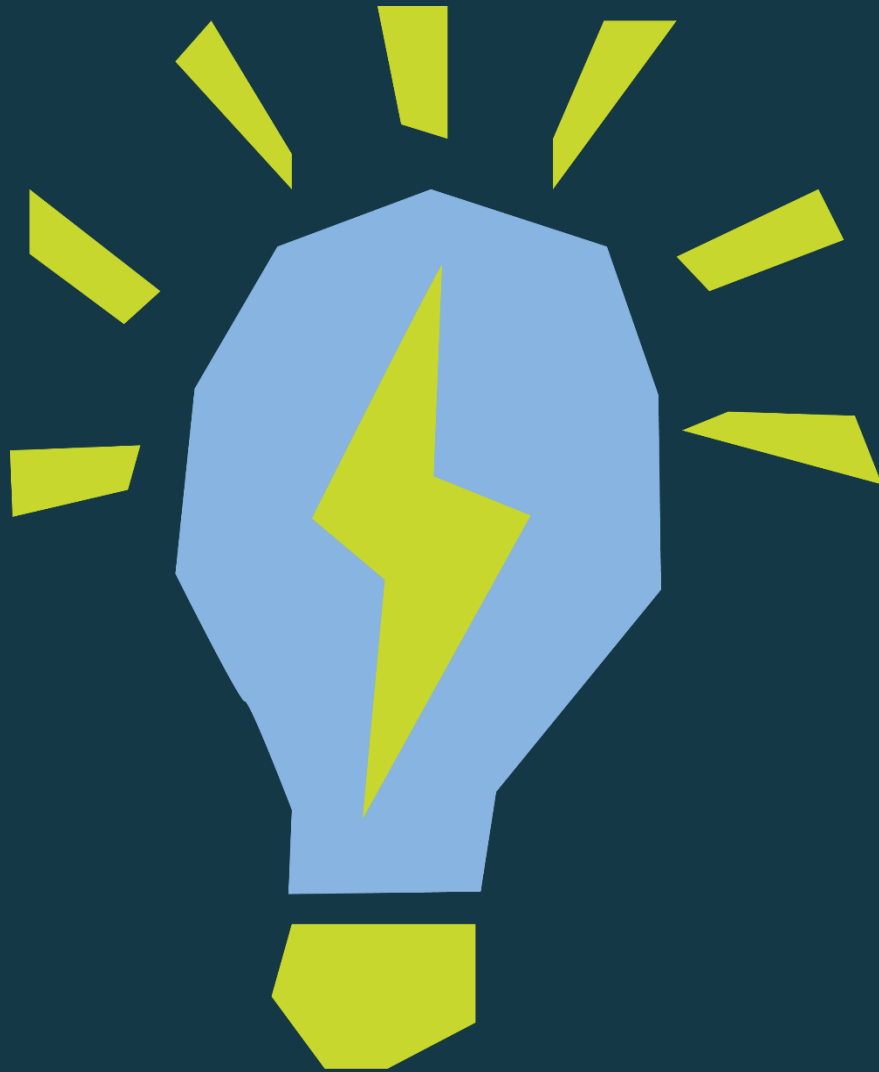




Modern Slavery Statement 2025



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1. Introduction

Pod Point is publishing this statement under the provision of the Modern Slavery Act 2015. The Act requires Pod Point to state the actions we have taken during the financial year to ensure modern slavery is not taking place in our operations and supply chains.

This statement is made by and on behalf of Pod Point Limited and its parent company, Pod Point Group Holdings Limited (formerly Pod Point Group Holdings plc, which re-registered as a private limited company following its acquisition by EDF Energy Customers Limited, completed on 4 August 2025), together with its subsidiaries which make up Pod Point in the UK (together, in this statement, referred to as Pod Point). Pod Point Group Holdings Limited is now a wholly owned subsidiary of EDF Energy Customers Limited. Those subsidiaries of Pod Point Group Holdings Limited that are required to make their own statement under the Modern Slavery Act 2015 have adopted this statement. This statement refers to the financial year ending 31 December 2025.

Pod Point is a leading supplier of electric vehicle (EV) chargers for both domestic and commercial use in the United Kingdom (UK). With manufacturing operations across both UK and Europe and with sourcing, sales and design based out of the UK, we are able to provide products and services to our end customers in an efficient manner.

As a European supplier of EV charging solutions, Pod Point believes the risk of modern slavery within our business to be relatively low. However, modern slavery can be challenging to identify, particularly when it occurs within complicated supply chains and therefore no business can be considered immune. Pod Point is committed to ensuring that modern slavery, human trafficking, bonded and forced labour have no place in or around our business. Pod Point encourages an honest and open culture and requires all employees to always act with integrity. We are pleased to report that for the year ended December 2025, zero instances of modern slavery were identified within our business.

Pod Point supports the elimination of all forms of modern slavery. Modern slavery is a term used in policy and law to describe forms of exploitation that constitute serious violations of human rights, including human trafficking and forced labour. This type of exploitation is contrary to our commitment to respecting the rights of our workforce.

In this statement, we set out the processes we have established across the company, together with any steps taken since our last Modern Slavery Statement for the year ended December 2024 to ensure that modern slavery and human trafficking are not occurring within our operations or our supply chain and summarise some of the steps we plan to take during the current year ending December 2026.



2. About Our Business

Pod Point is a technology company in the electric vehicle charging market. Our purpose is to power the life that we love without it costing the earth supporting our vision of making living with an EV easy and affordable for everyone. This will be achieved through the building of a smart, easy to use charger supporting our strategic focus on both home and workplace.

Pod Point's headquarters are based in Central London. For the year ended 31 December 2025, the average number of Pod employees was approximately 340, ending the year at 345 (2024: 476). We also indirectly hire, and work with many more people, including contractors. We currently operate in the UK, having wound down our operations in Spain and France during 2025.

We have approximately 290 suppliers. Our spend in 2025 for goods and services was approximately £43.4 million.

<u>Core Activities</u>	<u>Specialist Activities</u>	<u>Support Activities</u>
• Hardware design & development • Test • Supplier sourcing & selection • Software development & application • Customer technical support	• Survey & site investigation • Installation • Commissioning • Logistics & warehousing • Network management • Customer Support	• Inbound logistics • Security • Cleaning services • Office material and management • Facilities management

We use a range of both in-house and outsourced experience to help in the delivery and installation of our EV charging solutions to the end customer.

3. 2025 actions at a glance

It has been a busy year for us in deploying and refining our processes and procedures to ensure that wherever possible we minimise our exposure and risk to any forms of modern slavery.



Improvements this year are;

- Continued training on modern slavery for new starters and refresher schedule every two years for employees who have completed it.
- Full implementation of new Source to Contract Solution to streamline onboarding of suppliers in a consistent way
- Updated assessment on due diligence for the different types of suppliers that have been defined and integrated within the Source to Contract solution; ensuring the correct level of evaluation is conducted across the supply base.
- Guidance and training provided on the new Supplier Relationship Management (SRM) Policy and SRM Framework to ensure business owners deploy the correct level of monitoring which is appropriate for the supplier category.
- Created a range of tools and templates to support business owners with their ongoing supplier relationship management
- Conducted multiple tenders throughout the year to eliminate rogue spending and an aim to consolidate to suppliers who have agreed to the Supplier Code of Conduct and Pod Point T&Cs.
- We reviewed our PO T&Cs to ensure the right level of emphasis is placed on the importance of modern slavery in our supply chain.
- We reviewed our Supplier Code of Conduct, with modern slavery as a mandatory requirement to adherence in our onboarding process.
- Continued onsite visits at strategic suppliers to verify their levels of compliance as well as production and manufacturing processes and procedures, where relevant.
- Maintained and updated supply chain intranet site, designed specifically for supply chain to communicate to the company, of which modern slavery is a key element. All new guidance and training around surrounding SRM is included here.

4. Procedures used to assess and manage slavery and human trafficking risk

As Pod Point is a technology company in the electric vehicle charging market, we must ensure that the risk of modern slavery within our own business is as low as possible. We recognise, however, that through our supply chain, we could be indirectly exposed to the risk of modern slavery and human trafficking.



For our key suppliers we have sought to identify issues or supply chains where workers are more vulnerable to abuses like slavery.

Pod Point has put in place procedures to ensure that modern slavery does not occur in our business or supply chains.

With the introduction of the Source to Contract solution in 2025, all supplier onboarding and ongoing annual due diligence will be managed via this tool.

4.1 Supply Chain

Our greatest area of potential exposure to modern slavery remains consistent and is linked to the procurement and manufacture of electronic components in specific regions. This is recognised at Pod Point, and we are continuously work with our manufacturing partners to ensure the supply chain is free from modern slavery risks.

2025 has seen the full introduction of our Source to Contract solution, with existing suppliers onboarded and guided through the automated workflows to document all their key information; which is stored within the platform, providing a single source of truth.

The Supplier Relationship Management framework has been fully implemented across all areas of the business to ensure a consistent approach is taken when managing and monitoring supplier post successful onboarding.

We recognised with different categories and types of suppliers that onsite visits and audits must be managed appropriately; therefore, we created multiple templates for business owners to select the most appropriate version which is suitable for the goods or services that are being provided.

By continuing our onsite visits at suppliers, it allows us to check and ensure that they have the correct level of governance in place, is visible to the workforce and thus sets Pod Point's expectations and is part of their working knowledge and understanding.

Since the introduction of our Source to Contract solution, those suppliers that reach their anniversary will need to review their originally submitted data to ensure it's still valid and up to date; this forms our annual due diligence checks via the tool. This assessment covers a range of topics including regulatory and legal compliance, code of conduct requirements, child labour and slavery and ethical trading practises.

This is an ongoing process for Pod Point as we continue to grow and develop. We are committed to ensuring that every supplier we engage with supports this initiative and has



robust processes in place to meet our required standards. Our goal is for all of Pod Point's suppliers to demonstrate the same level of transparency and commitment to addressing modern slavery as Pod Point.

4.2 Recruitment, Employment & Training

Pod Point maintains a robust and transparent recruitment process designed to prevent human trafficking, forced labour, and other forms of modern slavery. All prospective employees are subject to right-to-work checks in accordance with UK legislation to ensure legal eligibility for employment.

We prioritise direct recruitment and conduct the majority of hiring in-house to maintain control and oversight throughout the process. When external support is required, we only engage with reputable, vetted employment agencies that meet our ethical and legal standards.

All employees are issued formal Terms and Conditions of employment, which are regularly reviewed to ensure compliance with current employment legislation and alignment with best practices. Most of our workforce are employed on a full-time basis, and we are committed to fair, safe, and lawful working conditions for all employees.

At Pod Point, we are committed to upholding the freedom of choice in employment. All employees have the legal and contractual right to terminate their employment at any time, provided reasonable notice is given, as outlined in their contract. There are no penalties, fees, or delays imposed on employees wishing to resign.

4.3 Education, Training and Ethical Standard

All employees at Pod are required to complete an online Modern Slavery training course designed to raise awareness of modern slavery, help individuals recognise potential warning signs, and understand the appropriate actions to take to mitigate associated risks. The training forms part of our ongoing commitment to fostering an ethical and informed workplace. In 2025, we achieved a 99% completion rate across the organisation, demonstrating strong engagement with this critical issue. Looking ahead, we are committed to maintaining high completion rates, regularly refreshing the training content, and ensuring that all new joiners complete the course as part of their onboarding process.

Our Supplier Code of Conduct, launched in 2023, forms the basis of the ethical and compliance expectations that Pod Point requires of its appointed suppliers. As part of our supplier due diligence and onboarding process, we ensure suppliers agree to comply with our Supplier Code of Conduct or an equivalent standard.



In addition to having suitable policies in place, Pod Point understands that a key part of our commitment to the Act is to ensure all our employees understand and comply with high ethical standards and integrity. Pod Point does have an Ethical Trading Policy (PP-ETP1) a policy on Corporate Social Responsibility (PP-CSR1) and a Supplier Code of Conduct. We do have automated training of policies. This will be driven through our online portal to ensure that all employees are aware, have read and understood the policy.

Pod Point's Code of Conduct (PP-HR1) underpins everything we do. This applies to all employees of Pod Point and is something that we work hard to ensure is embedded in our everyday processes.

4.4 Whistleblowing

Pod Point has a whistleblowing policy (PP-HR14) which encourages all our employees and stakeholders to speak out if they have concerns about any activity, breach of law, dangers to the public and any concealment of information. Our policy is designed to make it easy for all colleagues to speak up and report anonymously without any risk to their employment or suffering any form of retribution.

5. Risk Assessment

Pod Point is continually improving our procedures and processes to remove opportunity for modern slavery in our supply chain. We utilise our tender process to set the correct level of expectation towards our suppliers in establishing how goods and services should be manufactured and/or delivered. Tender evaluation processes have been improved to reflect whether suppliers can meet these expectations. As part of this assessment process, we ensure that the suppliers have strong, visible policies in place that covers corporate, social and environmental responsibilities of which modern slavery is one aspect.

We are continuing our review of the risk of modern slavery in our businesses and supply chains. We use the Slavery and Trafficking Risk Template (STRT) to identify the country-level risk of factors such as human trafficking, forced labour and the rights of workers, combined with information on the risk associated with our own business activities, especially those involving contracted manual labour such as certain types of manufacturing.

We continue to track and record the geographical location of our suppliers, this can help identify hotspots around areas of concern and shows where products or services are located or manufactured.



6. Looking Forward

2025 has built on progress and plans that were developed in 2024, the full introduction of our Source to Contract tool is a significant step forward for Pod Point in terms of how we effectively onboard and evaluate new suppliers to be part of our supply chain. In parallel the updated policies and overarching framework that has been fully rolled out means we've really strengthened our approach to managing the risk of Modern Slavery within our business along with the ever-changing landscape of supply.

Furthermore, the acquisition of Pod Point during 2025 marks an important milestone in our continued development of our approach to preventing modern slavery. Whilst all the existing policies, processes and improvements provide a strong foundation, now becoming part of the EDF Group enhances our ability to strengthen governance, oversight and due diligence.

The priorities for 2026 are:

- Continue to maintain Pod Point's supplier onboarding system, processes and tools
- Identify opportunities to adopt EDF Group systems, tools or technologies that improve the effectiveness, efficiency and consistency of Pod Point's Modern Slavery processes
- Continue engagement with suppliers for on-going monitoring and due diligence; and reinforce the expectations around ethical labour practices
- Understand training and awareness programmes relating to Modern Slavery within EDF Group and how Pod Point's programmes could be enhanced

This statement is made on behalf of Pod Point Group Holdings Limited (formerly Pod Point Group Holdings plc, a wholly owned subsidiary of EDF Energy Customers Limited since 4 August 2025) and its subsidiary Pod Point Limited, in accordance with the Modern Slavery Act 2015, for our financial year ended 31st December 2025. It was approved by the Board of Pod Point Group Holdings Limited on 1st July 2026.

Melanie Lane
CEO

A handwritten signature in black ink, appearing to read 'Melanie Lane', followed by a period.

1st July 2026