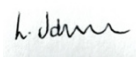
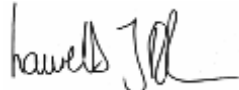


APPROVAL

The signatures below certify that this statement has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Signature	Position	Date
Prepared by	Louise Johnson		Chief Administrative Officer	23/04/2026
Reviewed by	Lauretta Wright		Chief Operating Officer	23/04/2026
Approved by	Adrian Wright		Chief Executive Officer	23/04/2026

AMENDMENT RECORD

This statement is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Page No.	Context	Revision	Date
n/a	Annual review - compliant, no updates required	n/a	04/01/2024
n/a	Annual review - compliant, no updates required	n/a	16/07/2025
3	Performance Indicators added	1.2	23/04/2026

COMPANY PROPRIETARY INFORMATION

The electronic version of this procedure is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision in the field below:

Document Ref.	EMP.STAT.01	Rev	1.20
Uncontrolled Copy	☐	Controlled Copy	☒
		Date	23/04/2026

Happy Energy Solutions Ltd.
Modern Slavery and Human Trafficking Statement
23rd April 2026

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the year 23rd April 2026 – 22nd April 2027

The statement sets down Happy Energy Solutions Ltd. commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Happy Energy Solutions Ltd. which are as follows:

Provision of energy efficiency / carbon saving grants to domestic holders. Grants provided by a range of commercial and non commercial organisations. Supply chain includes large providers of energy efficiency equipment and installation contractors.

The Company currently operates in the following countries:

England.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: the Chief Administration Officer is responsible for creating and reviewing policies.
- 1.2 Due diligence: Chief Operating Officer is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to undertake a relevant on-line training course.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing Policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.

- 2.2 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation.

Performance Indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including

- Requiring all staff to have completed training on modern day slavery via Atlas training
- Ensuring that all subcontractors have modern day slavery and human trafficking policies in place

This Modern Day Slavery and Human Trafficking policy will be regularly reviewed and updated as necessary. The Company endorses this policy and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name:	Adrian Wright
Position:	Chief Executive Officer
Date:	23 rd April 2026
Review due by:	22 nd April 2027
Signature:	