



UK Modern Slavery Act Statement

June 2024

Document Owner	Document Approver
General Counsel and Company Secretary	Venterra Group PLC Board of Directors

A statement of the Board of Directors of Venterra Group PLC in accordance with section 54 of the Modern Slavery Act 2015 (the “Act”)

Introduction

Venterra Group PLC (“**Venterra**”) will not support or deal with any business knowingly involved in slavery or human trafficking. This statement sets out the steps taken to ensure slavery and human trafficking is not present in our supply chains or any part of our business.

At Venterra we have a zero-tolerance approach to all forms of slavery and human trafficking within our business and supply chain.

In line with the Modern Slavery Act 2015, we have set out the steps we are taking to identify and minimise modern slavery risk.

We are not aware of any evidence of modern slavery or forced labour in our operations or supply chain since we were formed in 2021 until the date of this statement.

Organisation structure and supply chains

Venterra’s purpose is to help the world’s energy transition through wind power. Our vision is to become a global services champion, enabling wind energy to lead in the energy transition. Our mission is to help wind energy reach global scale through integrating experienced service providers with an entrepreneurial culture, technological drive, and best in-class services. To achieve these goals, we are acquiring carefully selected companies within the offshore wind industry (our “**Member Companies**”), to build a collaborative industry leading services group covering the engineer, build and support phases of an offshore wind farm’s lifecycle. As our group develops, we recognise the importance of embedding sustainable governance practices into our strategy, our policies and procedures, and the way we operate through our Venterra Board and our operating Member Companies. We require our Member Companies to adhere to our Code of Conduct which includes our commitment to combat modern slavery and human trafficking.

Policies in relation to slavery and human trafficking

We have articulated our commitment to the prevention of slavery and human trafficking in our Code of Conduct and our Sustainability Policy. All staff within the group are required to read our Code of Conduct, and Whistleblowing Policy upon joining. Employees also received training in business ethics as part of their induction to Venterra and will do so on an ongoing basis.

Our Code of Conduct applies to all group employees, directors and officers and emphasises everyone’s responsibility to uphold the commitments of the Venterra Group to ethics, safety, and compliance.

The key principles set out in our Code of Conduct include, amongst other things, responsibilities in the following important areas: Health, Safety, Security and Environment; Diversity, Equal Opportunity, and a Harassment-Free Workplace; Anti-Bribery and Corruption; Financial Crimes; and Human Rights.

Each of these principles contributes to the reduction of risk associated with slavery and human trafficking. In respect of Human Rights, our Code of Conduct states:

“We conduct our business in a manner that respects human rights. Human rights abuse such as child labour, human trafficking and forced labour must not take place anywhere in our business or in any of our supply chains.”

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Our employees are responsible to speak up if they know of or suspect any potential human rights abuse in our business or those of our business partners and are empowered to do so. Under our Whistleblowing Policy employees and other parties connected to Venterra such as shareholders and contractors are encouraged to raise concerns regarding unsafe or unethical matters with their line manager, another manager, HR, or Legal departments, or via an external whistleblowing service, which provides for secure and anonymous reporting. We do not tolerate retaliation or victimisation against anyone who reports any concerns about possible violations of our Code of Conduct, including slavery and human trafficking. Our Sustainability Policy articulates our commitments to:

“Conduct our work in a manner that safeguards the safety, health and wellbeing of our people and those within the communities in which we operate” and “Respect human rights and strive to protect vulnerable people who may be affected by our business.”

Risk Assessment and Management

We conducted due diligence on modern slavery across our Member Companies to identify any potential modern slavery risk. This assessment will be used to update our Anti-Slavery and Human Trafficking Policy and related procedures.

Training on modern slavery and trafficking

Induction training is provided to all new members of staff as set out above, in relation to our Code of Conduct, ABC, Ethics and Whistleblowing policies. Our compliance training programme includes anti-slavery and human trafficking, and this is being rolled out to relevant staff in support of the policy.

This statement constitutes the modern slavery and human trafficking statement of Venterra Group PLC and its subsidiaries for the financial year ended 31 December 2023. It has been approved by the Board of Directors.



Ayman Asfari

Executive Chairman

June 2024

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