

Ameresco Limited

Annual Modern Slavery and Human Trafficking Statement 2024

For the financial year ending 31st December 2024

Introduction

Ameresco Limited is a wholly owned subsidiary of Ameresco, Inc. Ameresco, Inc. has its head office in the United States of America. Ameresco a leading energy solutions provider dedicated to helping customers reduce costs, enhance resilience, and decarbonise to net zero in the global energy transition.. A core service for Ameresco is the development, design, engineering, and installation of projects that reduce the energy and operations and maintenance costs of our customers' facilities. These projects generally include a variety of measures that incorporate innovative technology and techniques, customised for the facility and designed to improve the efficiency of major building systems, such as heating, ventilation, cooling and lighting systems, while enhancing the comfort and usability of the buildings. Our product independence coupled with our deep technical knowledge allows us to integrate best-in-class advanced technology solutions for the unique needs of each customer.

This statement covers the activities of Ameresco Limited in the UK and is prepared in accordance with section 54 of the Modern Slavery Act 2015 for the financial year ending 31 December 2024.

Commitment

Child and forced labour are pervasive problems throughout the world. Ameresco Limited has an important role to play in tackling these issues and are fully committed (as part of Ameresco, Inc.) to ending modern slavery. Ameresco Limited acknowledges our responsibilities and commits to complying with the provisions of the Modern Slavery Act 2015 including the ongoing review of both our internal practices and practices in our supply chain.

Ameresco Limited does not enter contractual relationships with organisations that are found to engage in slavery, servitude, forced or child labour in their operations.

Ameresco Limited will not tolerate the use of child or forced labour in any of its global operations and facilities. Ameresco is committed to diligently ensuring that any company we engage for business purposes, including our sub-contractors, consultants, and vendors, share the same stance.

Structure and Supply Chains

As a leading clean technology integrator, Ameresco Limited procures equipment and services from a wide range of organisations which is constantly evolving and expanding. Our immediate supply chain is predominantly UK based and provides, for example, equipment, installation, maintenance, cleaning, and professional services. We recognise that some of the equipment we purchase in the UK is sourced from extended supply chains across the world.

Policies and Declarations

As a wholly owned subsidiary of Ameresco, Inc., Ameresco Limited adopt the policies and declarations of our parent. In relation to Modern Slavery and Human Trafficking these include:

- Code of Business Conduct and Ethics
- Impact Report 2024 (ESG Report)
- SEIA Solar Industry Forced Labour Prevention Pledge

Due Diligence

Ameresco Limited require organisations in our supply chain to provide their Modern Slavery Policy or, if no policy, how their organisation ensures anti-slavery and forced labour is not presented within their supply chain as part of our supplier assessment process before qualifying as a supplier. Every supplier assessment questionnaire is reviewed by our UK Health and Safety Manager for compliance.

Our staff are encouraged to raise any concerns relating to Modern Slavery in our supply chain immediately with our UK Management team for review and action.

Risk Assessment and Management

The main risk of Modern Slavery occurring in our operation rests in our supply chains. Specifically, we have identified the following as representing the highest risk in 2024.

- Low skilled sub-contractor workforce e.g. cleaners, labourers
- Equipment manufactured from globally sourced commodity materials e.g. solar grade polysilicon, precious metals

To mitigate the risk of Modern Slavery in our sub-contractor workforce, Ameresco Limited only contract with UK entities that are subject to the same regulations as Ameresco and carry out due diligence checks prior to onboarding new suppliers.

To mitigate the risk of Modern Slavery in our equipment purchases, Ameresco Limited require equipment suppliers of potentially implicated items, for example solar PV modules, to provide detailed documentation relating to the equipment supplied and carry out both customer and internal reviews prior to procuring the specific items.

Effective Action

Ameresco Limited do not currently collect explicit measurement data on the effectiveness of our anti-slavery actions.

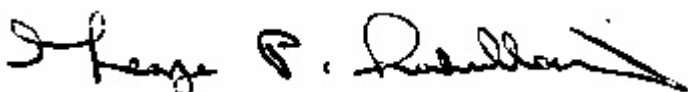
Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Ameresco Limited carry out annual training of our employees covering the code of conduct expected by staff. This is a mandatory training which includes business ethics.

Our Annual HR Training for employees and managers curriculum which is mandatory contains a module that covers the Modern Slavery Act 2015.

Approvals

This statement has been approved by the Board of Directors of Ameresco Limited, and signed by our President and Chief Executive Officer who is a Director of Ameresco Limited on 25 April 2025. The Board of Directors will ensure this statement is reviewed and updated annually



George Sakellaris

President and Chief Executive Officer, Director Ameresco Limited
25 April 2025