



LMF ENERGY SERVICES



Modern Slavery Statement

January 2026

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Introduction

LMF Energy Services is a privately owned renewable energy installer and retrofit specialist operating in the UK, delivering projects for a wide variety of customers in both the public and private sectors.

Our company purpose:

LMF Energy Services is here to make energy efficiency accessible to everyone.

Whether through grant funding or private investment, our goal is the same – reduce energy waste, save money, and improve homes.



***Quality
workmanship
and long-lasting
solutions***



***A personal,
supportive
customer
experience***



***Helping vulnerable
households out of
fuel poverty***



***Playing our part in
tackling climate
change***

Our Business Structure

Established in 2016 we are specialists in the installation of renewable energy measures and have grown to be one of the UK's leading installers

With over 25,000 energy efficient measures installed to date, we have already assisted in bringing thousands of households out of fuel poverty.

Our reputation is built on quality installations and the highest standard of customer service.

Our skilled and dedicated team of surveyors, retrofit experts and installers work closely with homeowners, landlords and tenants ensuring improvements are identified and the necessary upgrades are implemented.

“
Since 2021, we're proud to say that we've now won 41 awards from the Energy Efficiency Awards, including major national and regional honours.
”

We have access to multiple funding channels and can secure grants that allow homes to be brought up to standard, resulting in lower energy bills and a reduction in carbon footprint.

Our passion is to assist vulnerable customers and those living in fuel poverty, resulting in warm, comfortable, energy efficient homes that contribute to the reduction in carbon emissions across the UK.

We deliver large-scale retrofit projects and individual home improvements through funded schemes and private installation packages. Our work covers Insulation, Heating upgrades, Solar panel systems, Smart technologies and ECO4 and other government-backed schemes.

Turnover of
£50.4 MILLION
 in 2024



- ▶ Our in-house teams of surveyors, installers, and retrofit experts work closely with homeowners, landlords, and tenants to assess properties, unlock available funding, and implement the most suitable upgrades.
- ▶ Our ever-growing team are by far our best asset. Our office team, surveyors, and Installers have a diverse and extensive knowledge of all aspects of the industry and are dedicated to achieving the best results for our customers.
- ▶ LMF Energy Services was born from a desire to increase energy efficiency, reduce carbon emissions, and combat fuel poverty.
- ▶ We have approximately 300 team members and operatives working within our offices and sites across the UK. We are committed to continually developing the professional skill set of our entire team and ensuring we keep up to date with developing technologies within the industry.
- ▶ Our customer care team is dedicated to supporting our customers throughout the whole process. Our goal is to ensure their home is as energy efficient as possible, maximising their savings on energy bills and enabling them to contribute towards a more sustainable planet.

We have a number of policies which are designed to manage the risks relating to modern slavery and human trafficking in our business.

These policies apply the UN Guiding Principles on Business and Human Rights by confirming our approach to managing the risk of modern slavery and demonstrating our commitment to protecting the human rights of those working within our business and our supply chain.

These policies are built into our ways of working to help us uphold the rights of those who work for and with us, whether directly or within our supply chain.

We are committed to acting ethically and with integrity and to working together with our supply chain to address, and where appropriate tackle, modern slavery and human trafficking.

These policies and procedures include:

Anti-Bribery and Corruption Policy

This sets out LMF Energy Services' responsibilities, and those of our people, in observing and upholding our position on bribery and corruption.

Supplier Code of Conduct

Outlines specific standards and responsibilities that our supply chain must adhere to, including Right to Work and Modern Slavery code of conduct.

Modern Slavery Policy

Guides our commitment and approach to addressing modern slavery and human trafficking in our business and supply chain, and requires the systems and processes that are designed to mitigate the risk within our operations to be followed.

Responsible Sourcing Policy

This requires that goods and services be sourced fairly throughout our supply chain, utilising sustainable procurement methods.

Human Rights Policy

This sets out how LMF Energy Services seeks to align strategies and operational activities while respecting human rights.

Whistleblowing Policy

This provides a mechanism for reporting breaches of these policies and is available to our people and our supply chain.

Our Supply Chain

The risks relating to modern slavery and human trafficking may arise anywhere in our operations.

A significant amount of our business is conducted through our supply chain, which is large and includes consultants, sub-contractors, labour agencies and product and material suppliers.

The highly tiered, fragmented, and complex nature of our supply chain means that it is a particular area of focus for us.

We take a proactive approach to managing the risk of modern slavery and labour exploitation

happening in our supply chain. This includes conducting regular risk assessments (that consider factors including the location in which materials are sourced and procured), undertaking due diligence, regularly engaging with our supply chain partners, and collaborating with industry partners.

We have a detailed onboarding process that includes a pre-qualification questionnaire in order to assess suppliers' processes and policies and visits to supplier premises, enabling the delivery of key messages, including modern slavery indicators and the mechanism for raising a concern.



In 2025, we:

- ▶ Assessed modern slavery risks within our supply chain.
- ▶ Contacted companies whose goods are used by us for their statements and policies relating to the Modern Slavery Act.

2025

In 2026, some of the actions we propose to take are:

- ▶ Conduct modern slavery audits within our supply chain.
- ▶ Sample check a number of our sub-contractors to ensure compliance to the Modern Slavery Act.
- ▶ Support our supply chain partners to review and implement the outcomes from the modern slavery audits.
- ▶ Review and monitor our data and KPIs.
- ▶ Issue training to ensure that relevant staff are up to speed with the latest on modern slavery.
- ▶ Drive the requirement that higher-risk suppliers undertake training, at senior management level, on modern slavery issues.
- ▶ Encourage higher-risk suppliers to report to us any concerns relating to modern slavery in their own supply chain.

2026

We enter into written agreements with members of our supply chain that require them to comply with the Modern Slavery Act 2015 and our Modern Slavery Policy (including rights to audit).

To enable us to monitor compliance, we plan to conduct both announced and unannounced ethical audits on our supply chain to evaluate the risk of labour exploitation and identify the higher risk areas of our supply chain.

We plan to implement a programme of spot checks on our sites following the audits and work closely with our supply chain on any feedback.

To support our supply chain with compliance, we have:



A dedicated supply chain team that regularly engage with our supply chain and play an important role in supporting modern slavery compliance.



An Anti Slavery Officer who acts as a dedicated point of escalation on modern slavery concerns that may arise from our people and supply chain.



Training

We have worked with our training partner to develop e-learning modules for our people which are designed to raise awareness of the risk of modern slavery and human trafficking in our supply chain and our business.

In 2025 we:

- ▶ Delivered modern slavery awareness training to some employees. This covered types of exploitation, indicators of forced labour, and reporting mechanisms.
- ▶ Reviewed our reporting on the monitoring of the training performance of our people via our Learning Management System (LMS).

2025

In 2026, some of the actions we propose to undertake are:

- ▶ Continue to roll-out modern slavery training to new and existing employees, including annual refresher training tracked via our internal LMS.
- ▶ Drive the requirement that higher-risk suppliers undertake training, including at senior management level.
- ▶ Roll out manager training including escalation procedures, whistleblowing protections, and how to support affected individuals, aligned with our Employee Assistance Programme and confidential whistleblowing helpline.
- ▶ Assess the requirement to roll out mandatory training for new suppliers and subcontractors, with completion required prior to onboarding.

2026

This statement was approved by the Board of Directors of LMF Energy Services, is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ended 30 November 2025.

Chris Foran
Managing Director
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