

Equality, Diversity and Inclusion Policy

August 2024

Future Biogas is one of the UK's largest producers of biomethane. At the forefront of the anaerobic digestion (AD) industry, Future Biogas is a highly regarded developer and operator of AD plants, providing full asset management service capabilities to a number of blue-chip asset owners. Over the last decade Future Biogas has successfully demonstrated the wide range of benefits to agricultural and food production from integrating biomass for AD into the farming rotation.

Purpose

The terms equality, diversity and inclusion are at the heart of this policy. 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. 'Diversity' means the celebration of individual differences amongst the workforce. 'Inclusion' means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution.

The Company is committed to the principle of equal opportunity in employment. The Company's objective is to ensure that individuals are selected, promoted, and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Who does this policy apply to?

This policy applies to Future Biogas Holdco Limited and all its subsidiaries (the "**Future Biogas Group**") and all individuals working within the Future Biogas Group as employees or agents, and all their employees and agents.

The Company values people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees, suppliers and workers (including agency workers) are covered by this policy and it applies to all areas of employment including recruitment, selection, training, career development, and promotion.

These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

Responsibilities under this policy

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in the Company as it seeks to develop the skills and abilities of its people. The Company will actively support equality, diversity and inclusion and ensure that all its employees are valued and treated with dignity and respect. Future Biogas wants to encourage everyone in the business to reach their potential.

While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect.

The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

Management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee, or worker receiving less favourable

treatment because of a protected characteristic within the Equality Act 2010 which are race (including colour, nationality, ethnic or national origin and caste), religion or belief, disability, sex, sexual orientation, pregnancy or maternity, gender reassignment, marriage/civil partnership and age.

In accordance with the Company's overarching equal treatment ethos, it will also ensure that no-one is treated less favourably on account of their trade union membership or nonmembership, or on the basis of being a part-time worker or fixed term employee.

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Circulation of this policy

The Company will endeavour to ensure that the policy is circulated to any agencies responsible for its recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

Implementation of this policy

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

Management has the primary responsibility for successfully meeting these objectives by:

- not discriminating in the course of engagement against employees, workers or job applicants
- not inducing or attempting to induce others to practise unlawful discrimination
- ensuring all employees do not discriminate against fellow employees, workers, customers, clients, suppliers or members of the public with whom they come into contact during the course of their duties
- bringing to the attention of the Company's workforce that they may be subject to action under the disciplinary procedure, or other appropriate action, for unlawful discrimination of any kind
- not tolerating inappropriate behaviour, which may be regarded as bullying or harassment
- appointing, training, developing and promoting on the basis of merit and ability.

Reporting under this policy

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in the Company as it seeks to develop the skills and abilities of its people. The Company will actively support equality, diversity and inclusion and ensure that all its employees are valued and treated with dignity and respect. Future Biogas wants to encourage everyone in the business to reach their potential.

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Who is responsible for this policy?

This policy has been approved by the Board of Future Biogas Holdco Limited and they have overall responsibility on behalf of the Future Biogas Group for this Policy. The Chief Executive Officer has ultimate day to day responsibility for the implementation of this policy and delegates line management responsibility, requiring commitment from all employees, consultants and contractors.

If you have any questions, doubts or concerns about the policy or its application you should consult your manager or, if not appropriate, the Human Resources department. The Board will review this Policy and its implementation at least annually and update it as required, monitoring its implementation on an ongoing basis.

Contacts

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This Equality, Inclusion and Diversity Policy was approved by the Board on 21 August 2024

Signed:



Philip Lukas

On behalf of the directors of Future Biogas Holdco Limited

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Record of changes

Revision	Date	Record of Changes	Approved by
2.0	21 August 2024	Annual Review and Board Approval	The Board
1.0	28 July 2023	Initial issue	The Board