

# Modern Slavery Policy

July 2023

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

Future Biogas is committed to acting in an honest and ethical manner with integrity. We take a zero-tolerance approach to modern slavery.

Modern slavery is a crime and a violation of fundamental human rights that can take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. All of these deprive a person of their liberty in order to exploit them for personal or commercial gain.

We are committed to ensuring there is transparency in our own business and throughout our supply chains and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or any of our supply chains.

## 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.

## Responsibilities under this policy

- ✓ The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. Employees and agents are required to avoid any activity that might lead to, or suggest, a breach of this policy. They must notify the Chief Financial Officer as soon as possible if there is a belief or suspicion that a conflict with this policy has occurred or may occur in the future.
- ✓ We aim to encourage openness and will support anyone who raises any genuine concern in good faith under this policy, even if they turn out to be mistaken. If you are unsure about whether a particular act, the treatment of workers generally or their working conditions within any tier of our supply chain may constitute a form of modern slavery, you should raise it with your line manager or Head of HR.
- ✓ Where persons notify the Company of suspicion of mistreatment of workers, modern slavery or other breaches of this policy, the Company may have an obligation to report this to third parties, including but not limited to, the Company's owners, service providers and regulatory and law enforcement.
- ✓ New and existing employees must ensure they read, understand and comply with this policy. If you feel you require further information, please contact the HR Department.
- ✓ Training and updates will be provided to employees where appropriate.
- ✓ The welfare and safety of our workers is a priority and where appropriate we will provide support and guidance to our suppliers to help them address coercive, abusive or exploitative work practices in their own business and supply chains.
- ✓ Our zero-tolerance approach to slavery in our business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

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## Breach

We may terminate our relationship with any employee, individual or organisation working on our behalf if they breach this policy on the grounds of misconduct or gross misconduct.

## Who is responsible for this policy?

This policy has been approved by the board of Future Biogas Holdco Limited (the Board) and they have overall responsibility on behalf of the Future Biogas Group for this Policy. The Chief Financial Officer has primary and day-to-day responsibility for implementing this Policy and for monitoring its use and effectiveness. You should contact your line manager or the Head of HR in the first instance if you have any queries in relation to this Policy.

The Board will review this Modern Slavery Policy at least annually and update it as required, monitoring its implementation on an ongoing basis.

## Contacts

### Chief Financial Officer

Steven Beveridge  
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### Human Resources Department

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This Modern Slavery Policy was approved by the Board on 28th July 2023.

Signed:



Philip Lukas

On behalf of the directors of Future Biogas Holdco Limited

## Record of changes

Revision	Date	Record of Changes	Approved by
1.0	28 July 2023	Initial issue	The Board