

Modern Slavery Statement

BioteCH4 own and operate Anaerobic Digestion sites across the UK. Taking care of food waste, sustainably, we provide a cost-effective solution for local authorities and the commercial sector, understanding and delivering on all food waste requirements.

As required by the Modern Slavery Act 2015 (the “Act”), this statement describes the steps which BioteCH4 takes to ensure that slavery and human trafficking is not taking place in any part of our business or in any of our supply chains.

Our business and supply chains

Operating in the UK energy sector, our business, including our supply chains, is carried out within the UK. This statement covers BioteCH4 Limited and its subsidiaries, Hemswell Biogas, Local Generation, Changing Waste, R100 Energy, Thornfield Energy, Holme Bioenergy, and Waste Recycling and Destruction. This statement is applicable to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

For more information about the business, please visit our website at: www.bioteCH4.co.uk

Our suppliers

Our key suppliers and business partners provide services in the following areas:

- Hauliers
- Contractors
- Local Authorities
- Recruitment Agencies
- Premises management, such as cleaning and security
- Outsourcing of payroll

We closely monitor the performance of our suppliers through regular meetings with them and on-site reviews. The management of suppliers is overseen by an internal committee, which has stated terms of reference. These terms include the formal review of our critical suppliers, this process includes a requirement on them to confirm their commitment to ensuring their business is free of slavery. The terms of reference also ensure that new suppliers are fully checked against our onboarding criteria which includes the need to have a Modern Slavery Statement where applicable.

We strive to foster long-term relationships with our critical suppliers, and we avoid making demands of our suppliers that might lead to them violating human rights.

The supply chains supporting BioteCH4 are diverse in both category and location. However, we believe that the risk of slavery and human trafficking in our business and supply chains is low. We expect our suppliers to have robust processes to ensure compliance with the Act and to ensure fair employment practices, and we work with our closest partners to promote best practice. For example, we require our suppliers to pay their personnel, who work at our premises, a salary which is equivalent to at least the National Living Wage.

Policies

Modern slavery is a crime and a violation of fundamental human rights. Modern slavery takes many forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. The Company operates a zero-tolerance approach to modern slavery.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include the following:

- Recruitment and selection policy
- Whistleblowing policy
- Equal Opportunities
- Company expectations & staff standards of conduct

We make sure that our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Strict on-boarding procedures with new suppliers to confirm their modern slavery policies

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chains through:

- Evaluating the slavery and human trafficking risks of each new supplier
- Creating an annual risk profile for each key supplier
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping

We do not consider that we operate in a high-risk environment because:

We do not tolerate slavery and human trafficking in our business nor supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

Effectiveness

The Company ensures that its effectiveness in that slavery and human trafficking is not taking place in its business and supply chains by:

- Contacting suppliers to enquire about their modern slavery practices
- Induction training for new staff about modern slavery issues

Our Training

The induction presentation ensures that new employees are aware of the Act and the important role that they play in identifying signs that it may have been breached both within our employee base and within our suppliers. Employees are actively encouraged to report their concerns either internally or via our whistleblowing policy.

Our aim is to raise awareness of the issues and increase informed scrutiny. We are committed to ensuring awareness of the Act across the business as part of our efforts to help eliminate all forms of modern slavery and human trafficking.

Next steps

In the next financial year, we intend to take the following steps to tackle any risk of slavery and human trafficking by:

- Carry out regular audits of existing suppliers
- Add both this statement and training to our induction process for new and existing employees, increasing awareness in the Company
- Share this statement with employees and signpost to other resources such as the Modern Slavery Helpline.

Slavery Compliance Officer

Sharon Smith Group HR Manager is the BioteCH4 Group contact for all concerns regarding Modern Slavery, who will undertake any relevant action in accordance with organisation obligations in this regard.

This statement is made in pursuance of the Modern Slavery Act 2015, will be reviewed annually and is approved by the Company's Senior Leadership Team, which has responsibility for ensuring its implementation.

Signed:



Christer Stoyell
Chief Executive Officer

Date:

02.10.24