

## Modern Slavery and Human Trafficking Statement

**For the Financial Year Ending 31<sup>st</sup> March 2025**

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps Biogen UK Limited has taken during the financial year ending 31st March 2025 to ensure that slavery and human trafficking are not taking place in our business or supply chains.

### 1. Introduction

Biogen UK Limited is fully committed to combatting modern slavery, human trafficking, forced labour, and child exploitation within our operations and supply chains. We recognize that modern slavery is a global issue and that businesses must play a proactive role in eliminating it. We strive to ensure that our business and supply chains operate ethically, respecting human rights and promoting transparency.

### 2. Our Business and Supply Chains

Biogen UK Limited is a leading provider of food waste treatment services to local authorities and businesses across the UK. Biogen's 19 Anaerobic Digestion facilities recycle over 600,000 tonnes of organic waste per annum into 36MWe of renewable electricity and green gas to power UK homes and businesses.

Our head office is at Milton Parc, Milton Ernest, Bedford MK44 1YU

Our supply chains include the following businesses operating across the UK and in some cases worldwide:

- Waste hauliers;
- Local authorities, food manufacturers, retailers and hospitality businesses;
- PPE, mobile plant, equipment and consumables suppliers;
- Packaging, separator and digestate offtake;
- Waste management businesses and waste brokers.

### 3. Our Policies

We have a clear commitment to preventing modern slavery within our business and supply chain. The following policies are in place to mitigate the risks of modern slavery:

- **Modern Slavery and Human Trafficking Policy:** This outlines our zero-tolerance approach to modern slavery and human trafficking.
- **Supplier Code of Conduct:** All suppliers are required to comply with our ethical standards, including anti-slavery measures.
- **Whistleblowing Policy:** Encourages employees and suppliers to report any concerns related to unethical or unlawful behavior, including modern slavery, in a safe and confidential manner.

### 4. Due Diligence Processes

As part of our ongoing commitment to preventing slavery and human trafficking, we undertake the following due diligence measures:

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- **Risk Assessments:** We conduct regular risk assessments of our supply chains to identify areas with a higher risk of modern slavery.
- **Supplier Audits:** We carry out periodic audits of suppliers, focusing on high-risk regions and sectors, to ensure compliance with anti-slavery regulations.
- **Supplier Contracts:** All supplier contracts include clauses requiring compliance with modern slavery laws and ethical labour standards.

## 5. Risk Assessment and Management

Despite our broad and diverse supply chains, Biogen UK Limited believes the risk of slavery and human trafficking in our business and supply chains is very low. Whilst Biogen does not operate in a high risk environment, we have identified agricultural suppliers and digestate offtake as specific areas of the supply chain or regions that pose a higher risk. In response, we have implemented closer monitoring, increased audits, or capacity-building initiatives with suppliers.

## 6. Training and Capacity Building

To ensure a thorough understanding of the risks related to modern slavery, we provide training to:

- **Employees:** All relevant employees, particularly those involved in procurement, supply chain management, and human resources, receive training on identifying and addressing modern slavery risks.
- **Suppliers:** We communicate our expectations and requirements to suppliers and provide guidance on maintaining ethical labour practices.

## 7. Measuring Effectiveness

To assess the effectiveness of the measures we have implemented, we:

- Monitor supplier compliance with our anti-slavery policy through audits and risk assessments.
- Track and review reported incidents related to modern slavery.
- Review training participation rates and feedback to ensure continuous improvement.

## 8. Approval

This statement was approved by the Board of Directors on the 28<sup>th</sup> April 2025 and is signed by:

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Signed.....

Adam Feneley  
 Chief Executive Officer, Biogen UK Limited  
 28<sup>th</sup> April 2025

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