TECHNICAL COMPETENCY POLICY

This policy, along with the associated procedures, supports our application of the Energy and Utility Skills Standard for Competence Management and affirms our commitment to delivering technical competence across our business activities.

Biogen has implemented a Competency Management System (CMS) where there is a legislative requirement for technical competence cover at our anaerobic digestion and composting permitted sites.

The company has chosen to implement a CMS to demonstrate our commitment to comply with the regulatory requirements of our environmental permits.

Biogen's commitment to the CMS will assure interested parties that we have the technical competence to implement regulatory requirements, process safety and protect the environment.

Biogen is committed to ensuring its staff comply with all legal and regulatory requirements and are proficient in the delivery of their roles and responsibilities. Attainment of CMS ensures competency will be monitored, maintained and improved through learning and assessment. Where training gaps are identified Biogen will ensure their employees receive training and other opportunities for development and personal excellence.

The company commits to continuous improvement through the Integrated Management System. This serves to demonstrate our effectiveness through senior management commitment and compliance results and enhance our environmental permit compliance.

Continuous review through internal and external auditing ensures requirements, objectives and changes in legislation are captured and reflected in the practices adopted by the business.

This policy will be reviewed at least annually and/or as often as required to reflect and changes to the business or practices.

This policy is publicly available to interested external parties.

Signed ...*Feneley*... Dated ...4th Mar 24...

Adam Feneley

Chief Executive Officer, Biogen (UK) Ltd