

## 1. POLICY STATEMENT

This policy aims to outline how Marches Biogas considers the social, economic and environmental impacts of the business as well as how it considers the human rights of those who work for and with Marches Biogas. Marches Biogas is dedicated to conducting itself in an ethical and compassionate manner with respect to employees and the environment.

## 2. OBJECTIVES

### Community

Marches Biogas aims to be a positive force within the Ludlow and surrounding areas. To maintain this, Marches Biogas sponsor local sports teams and take part in local fundraisers where possible. It is important to the business that this is done to encourage young people to take an interest in the sector as well as to promote greener sources of energy.

### People

Marches Biogas strives to ensure that its employees are happy in the work that they do. This is why Marches Biogas invest in up to date training for all employees to ensure they are performing to the highest standard. Additionally, Marches Biogas aims to keep the workforce as diverse as possible, providing opportunities for all.

Furthermore, Marches Biogas incorporates Personal Development Plans, organised by the Senior Managers. This ensures that employees have a clear view of their career development within Marches Biogas and have the opportunity to discuss and develop plans for their futures as well as identifies areas of training required by each employee.

### Environmental Management

As renewable energy specialists, one of the core beliefs to keep the impact on the environment as small as possible. This is done through identifying the significant environmental impacts on and off sites and putting processes into place to prevent, reduce and mitigate them. Full details of such impacts can be seen in relevant RAMS for each project and site.

Marches Biogas ensure that all practical steps have been taken to reduce our impact on the environment, both on site and in the office.

### Responsible Trading

Marches Biogas uses various suppliers, from domestic to specialist services. Marches Biogas strongly opposes the exploitation of workers, both in the UK and abroad and do not tolerate forced labour in any capacity.

Marches Biogas will not accept human trafficking or the exploitation of children and young people within the business. Therefore, Marches Biogas pledges to undertake all reasonable and practical steps to ensure that this pledge is upheld. This is applicable but not limited to modern day slavery of workers in the UK as well as abroad, human trafficking and exploitation of all workers.

Discovery of such practices will be reported to the relevant law enforcement services.

### 3. RESPONSIBILITIES

#### Company Responsibilities

- Ensure that all employees are aware of the Corporate Social Responsibilities and are committed to the effective implementation of the policy.
- Ensure that all sub-contractors are aware of the Corporate Social Responsibilities and are committed to the effective implementation of the policy.
- The Directors are responsible for the implementation, monitoring and improvement of the Corporate Social Responsibility Policy.

#### Employee Responsibilities

- Adherence to Marches Biogas's Corporate Social Responsibility Policy is critical to the business and must be supported by all employees.

Signed for and on the behalf of Marches Biogas Ltd on 25/02/2021



Director