



Modern slavery and human trafficking statement

Ceres Power Holdings plc statement for the year ending 31 December 2021

This is Ceres' first Modern Slavery Statement ('the Statement') responding to the requirements of the Modern Slavery Act 2015 ('the Act'). This statement is made pursuant to section 54(6) of the Act and constitutes Ceres' slavery and human trafficking statement for the financial year ending on 31 December 2021 ('Financial Year'). Although we are not required to make a Statement under the Act, we make this statement voluntarily to show our commitment to its cause.

Modern slavery takes many forms. The most common are human trafficking, forced labour, debt bondage or bonded labour, descent-based slavery and slavery of children.

Ceres has zero tolerance of modern slavery in all its forms and has a responsibility to understand the risks within its own business and supply chain and to ensure ongoing management of those risks. Ceres is committed to acting ethically, with integrity and transparency, by putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or our supply chains.

About Ceres Power

Ceres Power Holdings plc is the parent company of the Ceres Power group, a UK-headquartered world-leading developer of electrochemical technologies: fuel cells for power generation, electrolysis for the creation of green hydrogen, and energy storage. Its asset-light, licensing model has seen it establish partnerships with some of the world's largest engineering and technology companies, such as Weichai in China, Bosch in Germany, Miura in Japan, and Doosan in Korea, to develop systems and products that address climate change for power generation, transportation, industry, data centres and everyday living. Ceres is listed on the AIM market of the London Stock Exchange ("LSE") (AIM: CWR) and is classified by the LSE Green Economy Mark, which recognises listed companies that derive more than 50%

of their activity from the green economy. The Ceres Power group annual turnover is under £36 million.

Organisational structure and supply chains

We have under 500 employees who are primarily office based, and therefore our direct risk related to modern slavery and human trafficking is low.

We have limited manufacturing requirements, principally for research and development purposes, so our supply chain comprises suppliers which primarily provide us with the goods and services essential to the development of our technologies, the safe operation and maintenance of our facilities, and the servicing of our partnerships.

Analysis in April 2022 confirmed that 94% of our suppliers are based within the 10 countries identified by the Global Slavery Index as having governments taking the most action to combat modern slavery. We consider it a low risk in our business and supply chain, but we remain committed to a zero-tolerance approach to modern slavery in all its forms.

Policies and procedures

Ceres has a strong framework of policies and standards which define the values we adhere to and inform our approach to ethical business and employment practices.

Our key policies related to the mitigation of the risk of modern slavery include our:

- Employment Policy;
- ESG and Sustainability Policy;
- Health and Safety Policy.

We continue to review and update our policies, and are developing a Sustainable Procurement Standard and Supplier Code of Conduct which will enhance and formalise our approach to sustainable procurement, and provide further information to our supply chain about our expectations in respect of human rights, ethics and sustainability.

In addition to being a contractual requirement, our policies are and will be made available on our website to ensure all our suppliers are aware of our expectations and standards.

Governance and due diligence

All potential new suppliers are subject to supplier registration and pre-qualification that considers multiple dimensions of risk, including the risk of modern slavery. In addition, during the Financial Year we integrated into our due diligence process a supplier assurance and supply chain risk management solution to assist with the assessment and continued monitoring of our supply chain.

Finally, our standard terms of business include appropriate provisions to ensure compliance in our supply chain with both the law, and our standards. We continue to review and update our terms of business in parallel with our policies.

Risk assessment and management

Our modern slavery risk assessment focuses on sector (or category of spend), country of origin and/or operation and the nature of the business relationship, and is reviewed and revalidated appropriately.

Our supplier assurance and supply chain risk management solution was introduced to support our ongoing assessment of our supply chain; which will continue to be supplemented by regular on-site checks and audits of key suppliers. Non-conformances, identified risks or suspected failings will be reviewed, and the risk reflected appropriately in our corporate risk register.

Key performance indicators

We review and update appropriate key performance indicators to help us measure our progress in addressing and managing the risk of modern slavery in our business and supply chain.

To further enhance our approach to modern slavery we have identified four key priorities:

1. **Implement Cere's Sustainable Procurement Standard;**
2. **Introduce our new Sustainable Supply Chains: Supplier Code of Conduct and share this with our suppliers;**
3. **Utilisation of our supplier assurance and supply chain risk management solution to assess & monitor the suitability of our suppliers;**
4. **ongoing risk assessments of our supply chain.**

Training

We will continue to develop a modern slavery and human trafficking programme to raise the awareness of, and address the risk of modern slavery and human trafficking in our business and supply chain.

Closing statement

This statement sets out the steps that the Ceres Power Group has taken during the Financial Year to ensure that slavery and human trafficking are not present within our own business or our supply chains globally. It has been approved by the Ceres Power Holdings plc Board of Directors on 2 November 2022, and signed by Phil Caldwell, CEO.

Name: Phil Caldwell

Signature:



Date: 2 November 2022