

Modern Slavery and Human Trafficking Statement 2023 for CeraPhi Energy Ltd.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to minimise the risk of modern slavery in our business and supply chains.

1. Introduction

CeraPhi Energy Ltd. is committed to preventing slavery and human trafficking occurring in any of its corporate activities. As a professional services organisation, our services are delivered to our member companies and clients. Our commitment is to ensure that those organisations that we actually contract with to receive goods and services are aware of our policies in order to comply with the Modern Slavery Act.

This commitment is evident through our company policies, which aim to uphold the highest ethical and professional standards. We ensure the adherence to policy commitments and compliance of current Government legislation and regulations.

2. Organisational structure and operations

CeraPhi's purpose is to help the world get to net zero by providing clean geothermal energy solutions delivering impact change in carbon reduction. Using expertise from years of Oil & Gas production, we are tapping into experience and resources to unlock more than six billion years of energy stored under our feet

We manage our business in a fair, transparent, integral, and ethical manner to achieve our purpose, while caring for the planet and improving people's lives.

Our team stretches internationally as well as in the UK.

Most of our suppliers and contractors are based in the UK.

3. Our commitments

CeraPhi Energy Ltd. we conduct our business in a fair, transparent, integral, and ethical manner. We have a zero tolerance approach to modern slavery and are committed to the principles of the Modern Slavery Act 2015, protecting and respecting human rights while ensuring that there is no modern slavery and human trafficking in our supply chains or any part of our business.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

4. Policies relating to slavery and human trafficking

Our Anti-slavery policy is available to all staff together with all other company policies and procedures. It reflects our commitment implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations and acting ethically and with integrity in all our business activities and relationships.

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. We will review this assessment in a yearly basis as our business grows.

5. Previous action

N/A

6. Current action

We aim to take the following further steps over the course of the next year:

- Ensure that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery.
- We aim to build relationships with our suppliers to ensure they comply with our values and that they are aware of our zero tolerance policy to modern slavery.

This statement has been approved by the Executive Board of Directors and the actions contained herein.

This statement has been approved by Karl Farrow, CEO.

This statement will be reviewed and updated every year.