

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Biocore Environmental Limited and Biocore Environmental AD1 Limited (referred to in this statement as 'Biocore'). The information included in this statement refers to the financial year 2025.

B) ORGANISATIONAL STRUCTURE

Biocore is controlled by a Board of Directors and currently has 13 employees.

Biocore operates in two locations, Biocore Environmental AD1 Limited, Tibohine, Roscommon and Biocore Environmental Limited, 14 Parklands Office Park, Southern Cross Road, Bray, Co. Wicklow.

Our Anaerobic Digestion Plant, located in Roscommon, is a state-of-the-art facility that converts organic waste into renewable energy. We provide energy to the grid 24/7, which means our business is not limited to a specific season. Biocore Environmental Limited specialises in developing renewable energy projects with a focus on Anaerobic Digestion. We manage contracts for organic waste in both the public and private sectors, and we offer a comprehensive service from waste collection to disposal.

The labour supplied to Biocore in pursuance of its operation is carried out in the Anaerobic Digestion plant in Roscommon and the Bray Head Office. Work is wholly carried out in the Republic of Ireland.

C) DEFINITIONS

The Biocore Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanized, treated as a commodity, or being bought or sold as property;
- Being physically constrained or having restrictions placed on freedom of movement.

D) COMMITMENT

The policy of Biocore is to conduct all of our business in an honest and ethical manner, and to comply with all applicable legislation. We strive to ensure that neither modern slavery nor human trafficking supports our supply chain or our business. We understand that this requires an ongoing review of both our internal practices in relation to its labour force and, additionally, its supply chains.

We do not enter into business with any other organisation, in the Republic of Ireland or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to Biocore in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Biocore strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in Ireland and in many cases exceeds those minimums in relation to its employees.

E) SUPPLY CHAINS

In order to fulfil its activities, Biocore's main supply chains include those related to haulage within the Republic of Ireland and procurement of parts and services from UK, European and Irish Suppliers.

F) POTENTIAL EXPOSURE

Biocore considers its main exposure to the risk of slavery and human trafficking to exist within the haulage sector of the industry as it is a sector most likely to have migrant workers.

In general, Biocore considers its exposure to slavery/human trafficking to be limited. It has taken steps to ensure that such practices do not take place in its business nor the business or any organisation that supplies goods and services to it.

G) STEPS

Biocore carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Biocore has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

Biocore has taken the following steps to ensure that modern slavery is not taking place:

- Robust recruitment and HR policies in line with employment law including 'right to work' document checks, contracts of employment and checks to ensure all employees are above minimum working age.
- We update our policies and employee handbook on an annual basis with new legislation.
- Market-related pay and reward which is reviewed annually.
- In 2024 we will review and update our modern slavery training and guidelines. The topic of Anti-slavery and Human Trafficking is part of our new induction process for all new employees and we intend to further highlight the issue of Modern Slavery to all staff members on the UK Anti-Slavery day which is the 18th of October every year.
- We inform employees of our Anti-Slavery Policy via newsletter and team meetings.
- Biocore considers the majority of suppliers in our industry do not have a high risk of modern-day slavery however, we implement enhanced supplier and vendor take-on reviews.
- Partners and employees who raise concerns of slavery or human trafficking in good faith may do so without fear of discrimination or reprisal.

If you are a victim of modern slavery or human trafficking, or you spot a suspected case, you can contact the Migrant Rights Centre Ireland at 01 889 7570 or email info@mrci.ie.

H) TRAINING

Our Values: Sustainability, Integrity and Teamwork guide everything we do. Doing what is right and what matters is core to how we operate. We consistently instil ethical behaviour within our operations and we encourage colleagues to report unethical behaviour relating to modern slavery. These values are included in our Induction training, HR updates and via Team Briefings. Breaches of our values may lead to disciplinary action.

This statement will be reviewed for each financial year.

Date of approval10/04/2025

Signed by
Declan Murray CEO

