



Power by Britishvolt Limited – Modern Slavery Statement

About Britishvolt

We are aiming to be the UK's leading electric vehicle battery manufacturer by the late 2020s. Currently, we have approximately 280 employees in the UK and our physical operations are located in Canada, Germany and Cambois, Northumberland and the West Midlands in the UK.

By the mid-2020s, we plan to have an operational electric battery Gigaplant and will be importing materials from a number of jurisdictions across the world.

Our annual turnover is under £36 million. Although we are not legally required to make a modern slavery statement under Section 54 of the Modern Slavery Act 2015, we are voluntarily making this statement to underline our commitment to ethical trading principles and to set out the steps that: (1) we are currently taking to tackle modern slavery and human trafficking in our business and supply chains; and (2) the measures we plan to take in future.

Currently, we have no supply chain but we have agreements in place with multiple suppliers and will have major supplies available for start of industrial scale production.

Modern Slavery Policy

We are committed to achieving the highest standards of welfare and safety for our employees, in compliance with all relevant legislation. Our modern slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

All our partners are held to the same ethics and high standards as Britishvolt are. Our commitment goes beyond an initial vetting of supply chains; every Britishvolt employee receives in-depth training on how to recognise and raise concerns about slavery and human trafficking.

How we will measure our success in combatting slavery and human trafficking

As our business expands, we will use the industry accepted benchmarks to assess how effective we have been at ensuring slavery and human trafficking is not taking place in our business or supply chains, including reporting on:

- Percentage of suppliers and sub-contractors vetted for ethical labour practices.
- The number of inspections of direct suppliers and sub-contractors in our supply chains each year.
- The number of reported breaches each year.
- The percentage of staff receiving training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains.

Our Partnerships

We are currently in the process of forming partnerships with key organisations such as the Responsible Minerals Initiative and the Fair Cobalt Alliance. Through these partnerships, we look to gain greater understanding and visibility into our supply chains and to improve working and living conditions for the people within them.





- The Responsible Minerals Initiative incorporates due diligence schemes with assurance processes in order to create a thorough auditing process. Members are able to develop, utilise and share tools to aid responsible mineral sourcing and extraction.
- The Fair Cobalt Alliance are fully committed to creating safer and more dignified workplaces in the mining sector, including the abolition of child labour. Moreover, they are also implementing academic and vocational schemes in mining communities in the Democratic Republic of Congo to instigate change for both artisanal miners and their families.

Our progress since last year

This submission primarily relates to Power by Britishvolt Limited, our UK entity, but as other UK entities and overseas activities evolve such as Britishvolt Canada and Britishvolt Limited (UAE) these will also be included.

Since last year's statement, we have begun implementing an approach to assess our suppliers as we select and onboard them. As a new business our systems are constantly evolving but we now have over 550 vendors on board. As part of pre selection of our high risk suppliers, we have been undertaking site visits and reviews to support in our assessment process. We have created a Supplier Code of Practice that outlines our expectations with all our partners.

We now have over 280 people in the business in the UK; each member of staff undergoes face to face one day induction followed by the completion of a number of online courses which include training on modern slavery awareness and prompts to ask suppliers during evaluation. Moreover, our Code of Conduct reinforces our expectations of all our personnel.

Our Modern Slavery Policy, Employee Code of Conduct and Supplier Code of Conduct are all accessible on our website, as are details to raise any concerns to us that may contravene our expectations.

We are clear on our expectations with regards to protecting human rights and will continue to obtain more granular data along our supply chain with specific targeting of our higher risk suppliers.

Future Plans

We will regularly revise and update our Code of Conduct and Modern Slavery statement as our supply chains grow and expand. If necessary, we will introduce refresher training for employees in order to maintain awareness of the impacts of Modern Slavery and better equip our staff to recognise where it is taking place.

Approval

This voluntary statement is made in connection with Section 54(1) of the Modern Slavery Act 2015 for financial year ending 2021. It has been approved by the board of directors and signed by a director of Britishvolt.

Tom Cowling, Director, Power by Britishvolt

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Page 2 of 2

