

Fidra Energy Supplier and Supply Chain Principles (May 2025)

Introduction

Fidra Energy is a people powered battery storage business. We develop and operate large battery storage projects in the UK and mainland Europe, enabling the energy transition by supporting renewable generation.

We are committed to responsible, ethical practices and expect the same from the people and companies providing goods and services in our supply chain. Our four core principles are:

- 1) Respecting and protecting individuals and human rights
- 2) Safeguarding the environment
- 3) Behaving fairly, honestly and transparently
- 4) Ensuring accountability and responsibility

A more detailed breakdown of the elements within each of these principles is set out below.

We expect our suppliers to uphold and implement these principles in their own business activities. We also expect them to ensure they are upheld by their own suppliers and contractors in turn, through conducting appropriate due diligence spanning environmental, social and governance issues and implementing robust procurement policies and procedures.

Principle 1: Respecting and protecting individuals and human rights

- Safeguarding human rights in accordance with international guidance, including the UN Guiding Principles on Business and Human Rights, OECD Due Diligence Guidance for Responsible Business Conduct, and the Equator Principles
- Freedom from discrimination, harassment and violence
- Freedom from slavery and robust modern slavery policies and controls
- Respect for working hours and wages
- Safe working environment
- Guarding against misuse of drugs and alcohol
- Inclusive and diverse team working
- Respect for privacy of individuals
- Engaging with stakeholders and community interests

Principle 2: Safeguarding the environment

- Taking an environmentally responsible approach to business activities in line with international guidance, including OECD Due Diligence Guidance for Responsible Business Conduct, and the Equator Principles
- Working to reduce carbon emissions and combat climate change
- Minimising waste and progressing towards circularity
- Assessing products and projects on a whole of life environmental impact basis
- Preventing pollution
- Protecting nature and promoting biodiversity
- Engaging with environmental experts and local stakeholders to understand and preserve ecosystems

Principle 3: Behaving fairly, honestly and transparently

- Anti-bribery and corruption
- Anti-money laundering
- Declaring interests and personal connections
- Recording gifts and hospitality
- Identifying potential or actual conflicts
- Engaging in fair competition – with respect to both running and participating in tender/procurement processes

Principle 4: Ensuring accountability and responsibility

- Strong governance and internal controls
- Compliance with laws and regulation including import/export controls and customs requirements
- Maintaining confidentiality of commercially sensitive information
- Providing avenues for grievances, complaints and whistleblowing, addressing concerns raised and preventing victimisation
- Gathering reliable data and maintaining accurate records and databases to ensure evidence-based reporting and decision-making
- Robust risk assessment processes
- Raising ethical concerns identified in direct business operations and those across supply chain as they arise, enabling us to work with you to find solutions and address risks