



ESG & Sustainability Policy

March 2021

1. Sustainability Statement

Ceres Power has been a clean technology company for over 20 years. Our technology helps organisations across the globe transition to a low-cost, low-carbon, low-pollutant economy.

Our core technology is the SteelCell® a unique Solid Oxide Fuel Cell that can generate electricity at much higher efficiencies than traditional methods. The technology works with a variety of fuels including natural gas, hydrogen and biofuels. Using natural gas as a fuel the SteelCell® enables a 45% reduction in CO₂ emissions compared to the carbon emissions consuming electricity from the centralised grid in an average G20 country with 2018 levels of renewables.

In order to provide structure to our approach to sustainability we consider each area in relation to Environmental, Social and Governance (ESG) factors, helping us to maintain a sustainable business and make a positive impact on those we work with both directly and indirectly.

Sustainability is not simply about preserving and improving the environment in which we live, it is also about ensuring that we maintain strong governance standards and have a strong societal impact; it is core to our mission to provide clean energy for a clean world. As a business we regularly update our social policies as well as strive to create a positive work environment for our members of staff, helping to support well-being across the company. Whilst our governance adheres to all legislative standards as a PLC, our people are also expected to conduct themselves in a way that continues to demonstrate the highest standards at Ceres Power.

We understand the expectations and commitments made by our investors regarding ESG. This policy is aligned with and recognises the importance of both the six principles of the United Nations Principles for Responsible Investment (UNPRI) and with the UN Sustainable Development Goals (UNSDG). This ensures that we can demonstrate and promote ESG considerations across our activities as well as provide robust and transparent reporting.

2. Ceres Power's Commitment to ESG & Sustainability

We are committed to carrying out our business activities in a responsible and sustainable manner. We have therefore focused and aligned our commitments with ESG factors. The ESG Steering Committee, chaired by our CEO, ensures adherence with the standards and commitments established by this policy which is embraced by employees throughout the organisation. Specific ESG related KPIs, established by the ESG Committee are owned and monitored by the Executive Board.

2.1 Environmental Factors

We conduct our business activities in a way that ensures, as far as practicable, that the environmental impacts of our operations are positive and any negative impact is mitigated. We are committed to:

- Rolling out environmental management initiatives across our offices. This includes the provision of facilities and educational and engagement resources that encourage energy efficiency, waste prevention and sustainable water consumption;
- Encouraging our employees to work remotely where practical and utilise appropriate collaboration tools to enhance their contribution;
- Where on site presence is beneficial, encouraging the use of public transport for commuting and for business travel, where practically possible;
- Collecting internal energy and waste data on our operations, in order to better manage and understand our environmental impact;
- Putting in place a sustainable plan to achieve net zero carbon emissions in support of global temperature rise of no more than 1.5°C.

2.2 Social Factors

Ceres is proud to provide careers for individuals committed to delivering a positive impact to our environment and in our community, seeking new ways to generate value through developing and deploying our human capital. We aim to conduct our business in a socially responsible manner, to contribute to the communities in which we operate and to respect the needs of our employees and stakeholders. We are therefore committed to:

- Ensuring a high-quality working environment is in place for employees and providing the opportunity to undertake further training and professional development in sustainability and ESG related topics;
- Encouraging diversity and equal opportunity for all people in relation to recruitment, selection and career development;
- Respecting human rights and not tolerating modern slavery in our business or supply chain;
- Playing an active role in the engineering industry by helping to inspire the next generation and collaborating with other stakeholders in the sector;
- Ensuring all employees are responsible for the promotion of and adherence to health and safety measures in the workplace as set out by the Ceres Power Health and Safety policy which enables all of our employees to work in the expectation they can do so safely and without risk to their health;
- Supporting relevant charities and local community action by releasing employee time from work.

2.3 Governance Factors

We conduct all our business activities in an honest, ethical and socially responsible manner and these values underpin our business model and strategy. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships with consideration for the needs of all stakeholders including our customers, employees, shareholders and wider stakeholders.

We endeavour to conduct our business in accordance with established best practice, to be a responsible employer and to adopt values and standards designed to help guide employees in their conduct and business relationships. We are therefore committed to:

- Complying with all relevant legislation, regulations and codes of practice which apply to us including requirements related to environmental and social impacts;
- The implementation and enforcement of effective policies and procedures to reflect our zero-tolerance approach to bribery and corruption;
- Measuring our performance and promoting continual improvement through setting annual objectives and targets;
- Operating an ESG Committee. The ESG Committee's core remit being to monitor this policy and approve initiatives aimed at enhancing sustainability.

We will review this and other linked policies annually to ensure their continuing suitability and effectiveness according to the nature and scale of our operations.

*This Policy was adopted by the Board of Directors in 2021.
This Policy will be reviewed by the ESG Committee on an annual basis.*