

centrica

Our Modern Slavery Statement 2024

Energising a greener,
fairer future



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Group Chief Executive introduction

Inherent in our mission to ‘energise a greener, fairer future’ is our dedication to conduct business responsibly.

At the heart of this is our commitment to upholding the fundamental rights and freedoms of everyone who works for us, with us, or alongside us. We don't tolerate any human rights abuses or any form of modern slavery in our business or supply chains.

In our ninth Modern Slavery Statement, created in accordance with the Modern Slavery Act 2015, I'm proud to share the steps we took during 2024 to ensure the controls we have in place not only identify but prevent, the risks of modern slavery across our direct and indirect operations. This approach is informed and supported by our commitment to the United Nations (UN) Global Compact, with our processes and practices aligned with international standards like the UN Guiding Principles on Business and Human Rights and the UN Sustainable Development Goals.

Over the past year, we focused on advancing our responsible sourcing programme by strengthening core compliance and delivering on our commitments made in last year's Statement.

In summary, we have:

- Collaborated with experts and peers on the Solar Stewardship Initiative to improve transparency and address modern slavery risks in the solar supply chain;
- Expanded our supplier audit programme with on-site audits at smart meter systems manufacturers, and continued audits of solar and battery suppliers;
- Enhanced our governance processes to include stronger human rights considerations in our procurement and business decisions;
- Collaborated with Slave Free Alliance⁽¹⁾ to identify how we can further strengthen existing process and controls; and
- Updated risk profiles for our strategic and high-risk suppliers.



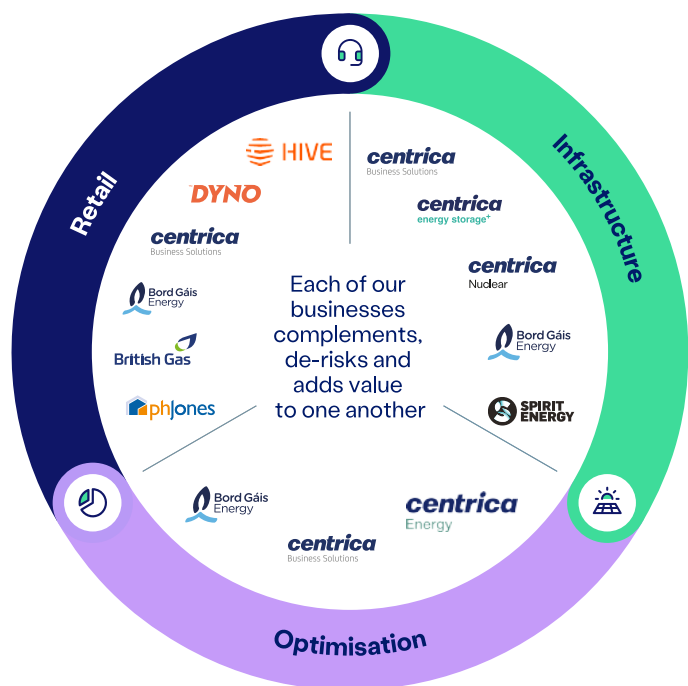
Steps like these are of fundamental importance, especially in the context of cost of living pressures and ongoing geo-political instability and conflict. Where there is increased displacement of people and deepening poverty there can unfortunately be a heightened risk of human rights abuses among vulnerable populations.

Whilst we haven't found any explicit instances of forced or compulsory labour in our business or supply chain, we recognise the very real risk posed by modern slavery. In these unpredictable times, we must remain ever more vigilant and continue working towards a more inclusive and sustainable future for all.

Chris O'Shea,
Group Chief Executive

⁽¹⁾ We are part of Slave Free Alliance's membership programme, helping to build our understanding of modern slavery. Slave Free Alliance is a team of leading experts committed to eradicating modern slavery and labour exploitation in organisations and supply chains worldwide.

Our Purpose, Strategy and Values



Centrica is an integrated energy company comprising a balanced portfolio of market leading businesses in energy retail, optimisation and infrastructure. Each of our businesses complements, de-risks and adds value to one another. We live by our Purpose of 'energising a greener, fairer future' because we believe in energy that works for colleagues, customers and communities — today and into the future. It's why we exist. Our strategy is driven by our Purpose and Our Values, which are embedded in who we are and guides everything we do.

Our Values



Care: We do the right thing for our customers, colleagues, communities and planet. We recognise the impact we can have on others, do all we can to keep each other safe and always do the right thing for all our stakeholders.



Collaboration: We bring in diverse perspectives to create a better future together. We trust each other, work across boundaries and welcome different views and perspectives.



Courage: We are bold and push ourselves to find better solutions to every challenge. We continuously challenge the way we do things, explore new possibilities and take responsible risks that help the business to change and progress.



Agility: We make progress at pace by focusing on what matters and learning from setbacks. We continuously improve the way we do things, prioritise those activities that will deliver the best results and adapt quickly when things go wrong.



Delivery: We do what we promise, on time, every time, to move forward every day. We ensure we take personal responsibility for getting things done and delivering great outcomes that make things better for our customers and the business.

Central to achieving our strategy is our [People & Planet Plan](#) — from being a net zero business by 2040 and helping our customers be net zero by 2050, to creating the diverse and inclusive team we need to get there and making a big difference in our local communities.

Our Businesses

We operate across the energy sector with distinct but complementary businesses.

Retail

We provide energy and energy services to our customers to heat, power, run and maintain their homes and businesses through trusted brands such as British Gas in the UK, Bord Gáis Energy in Ireland, and Centrica Business Solutions which operates in the UK, Europe and USA.



Infrastructure

The energy that is needed to supply our residential and business customers comes from our established infrastructure. We produce gas through our majority controlled upstream production subsidiary, Spirit Energy Limited ('Spirit Energy'), and generate electricity through our minority stake in the UK's portfolio of existing nuclear power stations, as well through Whitegate power station in Ireland and our Centrica Business Solutions assets, which include renewable power generation and the storage of electricity using grid scale batteries. In addition, we store gas through Centrica Energy Storage+'s Rough gas storage facility.



Optimisation

Connecting our infrastructure with the retail market as well as playing a critical role in balancing and supporting the orderly functioning of energy markets is Centrica Energy, which moves and optimises energy globally, including managing energy procurement and risk for the Group.



Our supply chain overview

Our suppliers are key stakeholders, enabling us to deliver on our strategic objectives by targeting high standards of business conduct whilst securing a stable supply of services and solutions for customers.

We interact with our suppliers in many ways such as tendering, surveys, site inspections and remote worker surveys. We actively manage our portfolio of suppliers and through engagement we ensure that we treat suppliers fairly and enforce our Responsible Sourcing Standard. This sets out ways of working to benefit communities and the environment, including obligations under anti-modern slavery laws.

Our teams aim to develop and strengthen relationships with our portfolio of suppliers who are required to share our commitment to doing business responsibly.



Leaders in transparency across our business and supply chain

In 2024, we maintained our top score of 96% in our voluntary response to the Workforce Disclosure Initiative (WDI). Led by the Thomson Reuters Foundation, the disclosure provides an in-depth update on key issues like pay, diversity and human rights across our business and supply chain. We are proud to feature in the top 10% of participating companies.



Governance

We have responsibilities for the effective management of our modern slavery risks held at Board and Group level.



Board

The Centrica Board has overall responsibility and accountability for our approach to managing the risk of modern slavery.

Safety, Environment and Sustainability Committee (SESC)

The Board delegates management of sustainability-related matters to a separate committee, the SESC. Attended by Centrica's Group Chief Executive, non-executive directors and senior executives, they review and approve the annual Modern Slavery Statement and assess progress against key metrics as well as plans relating to our responsible sourcing strategy and supplier audits.

Human Rights and Modern Slavery Steering Group

The Steering Group meets on a quarterly basis, chaired by the Group General Counsel & Company Secretary, and is comprised of members representing key functions: Group Procurement, Responsible Business, People and Colleague Experience, alongside Legal, Compliance and Business Ethics. Together, they provide oversight of and challenge to Centrica's efforts to manage the risk of adverse human rights and modern slavery arising within our operations.

Modern Slavery Working Group

The Working Group is responsible for the production of the annual Modern Slavery Statement, and coordinating efforts to prevent, detect and respond to modern slavery within Centrica's Group operations. Chaired by the Head of Ethics, it is comprised of representatives from across the business who monitor the effectiveness of actions taken to reduce the risk of modern slavery including emerging risks, tracking progress against commitments, and ensuring policies and procedures align with relevant laws, regulations and industry best practice.

Policies

Our policies and procedures set out our expectations and requirements for all our colleagues, partners and suppliers, with respect to human rights and modern slavery. They are reviewed on a regular basis and updated where necessary.

Key policies and procedures relating to Centrica's approach⁽¹⁾ to mitigate the risk of human rights abuses and modern slavery include:

- **Our Code** — Sets out our minimum expectations for all those we work with and applies to all Centrica colleagues, subsidiaries, affiliate companies, agency staff and consultants. It represents a high-level summary of key areas of our policies and standards, providing a framework to ensure we do the right thing, which includes our commitment to respecting human rights and requiring everyone we work with to operate responsibly. Our Code is the foundation of our Ethics programme, supporting Our Values, and laying down a shared sense of principles that enable us to make good choices and act with integrity.
- **Group Policy for the Procurement of Goods and Services** — Centrica is focused on energising a greener, fairer future and our supply chain is a key enabler of our Purpose. We are committed to ethical and responsible practices and fair treatment of our suppliers in line with Our Code. Suppliers are critical to the growth and continued success of Centrica now, and, over the long term. Procurement is the end-to-end business process by which Centrica sources and manages the ongoing delivery of goods and services from third parties to meet business needs. Our Procurement team seeks to ensure that anybody conducting activities related to the purchase or ongoing management of third-party goods and/or services made on behalf of Centrica does so within a defined framework which provides a balance between commercial agility, risk management and internal control.
- **Responsible Sourcing Standard** — Covers suppliers that operate on behalf of Centrica and includes Our Supplier Charter which lists the terms that must be complied with. The expectations outlined in these documents include respecting, upholding and advancing the protection of human rights. It is expected that suppliers' human rights policies apply to direct and indirect operations and are aligned with fundamental principles and rights at work — from the UN Global Compact and the UN Guiding Principles on Business and Human Rights, to the International Labour Organisation's Declaration on Fundamental Principles and Rights to Work. As part of this, suppliers must not use any form of involuntary labour or child labour, ensuring overtime is voluntary and not excessive, must provide a safe and inclusive workplace free from discrimination or abuse, and offer fair reward and recognition. Contractual arrangements ensure that our suppliers share our commitments to meeting these requirements and where they fail to comply with our terms, they will be required to take steps to remediate, or agreements may be terminated. We also operate a commitment to paying the Real Living Wage to all third-party contractors in the UK alongside our own workforce.

(1) Spirit Energy policies on the mitigation of the risk of human rights abuses and modern slavery are equivalent to the Centrica Group with the same core values underpinning the company's vision and strategy to ensure effective management.

- **Resourcing Policy** — Applies to all colleagues, setting out our standards of recruitment to ensure that we reflect the full diversity of the communities we serve, whilst upholding equality and fairness. Commitments include conducting appropriate checks for permanent and non-permanent workers before they join Centrica to ensure they can legally work for us. These checks safeguard human rights by minimising the risk of directly recruiting someone who is being forced to work or being trafficked whilst enabling us to comply with the Agency Workers Regulations, which aim to protect low paid workers from exploitation. The policy is a key resource for helping managers and our Human Resources team recruit responsibly.
- **Speak Up Procedure** — All colleagues, suppliers and business partners can raise concerns, including issues relating to human rights and modern slavery, through our established Speak Up processes. Our independent online and phone-based system is free, confidential and allows reporters to speak up openly or anonymously about grievances or improper, unethical or illegal practices. All concerns raised are reviewed by our Group Ethics and Compliance and Employee Relations teams, who decide how the matter should be managed. We don't tolerate any form of retaliation against people who speak up in good faith and are committed to promoting an open, transparent, and safe working environment, where everyone feels able to raise concerns without fear of reprisal.

In 2024, there were 315 reports received through Speak Up and 215 reported grievances, giving a total of 530 concerns raised. These processes are well established, engaged with and understood in the organisation and point to a positive organisational culture, reflected in the slightly higher reporting rate than the external benchmark of around 2.33 reports per 100 employees.

In a culture where we know colleagues feel safe and able to speak up, it is important to note that none of the reports received related to allegations of modern slavery.

Case study:

Recruitment and fair pay

Our recruitment practices are designed to uphold equal opportunities, compliance with local legislation and ensure the labour we're using is free from modern slavery.

In the UK we do this by:

- Ensuring colleagues who work directly for us are subject to various HR processes — from diverse shortlists and recruitment panels wherever possible, to checks on whether they've the right to work in the country;
- Managing temporary labour via our in-house recruitment team who replicate the same checks to safeguard against modern slavery;
- Working with external agencies where we source labour for specific jobs, such as security or on-site maintenance, to ensure our employment requirements are met. These include right to work screening and adopting 'The Employer Pays Principal', so that temporary and permanent workers don't have to pay to work for us; and
- Ensuring that people who work for us are rewarded fairly — paying at least the Real Living Wage in the UK whilst upholding equal pay and striving to reduce ethnicity and gender pay gaps.

Outside of the UK, we:

- Comply with local rules and regulations to ensure that our colleagues have the right to work in the country. Where permissible by local laws, we apply the same standards to protect against modern slavery as in the UK.

If we acquire a new business that has its own employees, our mergers and acquisitions integration practices verify that everyone has the right to work in the country where they are based.

Assessing risk and due diligence

We have an established Enterprise Risk Framework designed to ensure that the most critical risks impacting on the delivery of our Group's strategy are identified, assessed, evaluated and monitored.

As part of this, we review our modern slavery risk on an ongoing basis. In this context, we also recognise the risk of modern slavery arising in our operations from the sourcing of products or services from specific countries where there is a high occurrence or prevalence of modern slavery.

We believe that the key areas of our business and supply chain where, if not appropriately mitigated, salient risk could arise are:

- Company uniforms;
- Hive branded smart technology goods; and
- Renewable energy goods, such as solar panels and batteries.

During 2024 we worked closely with our partners, Slave Free Alliance, to enable an assessment of our current Modern Slavery practices. This has enabled us to identify opportunities to further enhance and strengthen our ability to identify, assess and mitigate modern slavery risks via the adoption of additional best-in-class practices, which will be delivered throughout the next three years.

Case study:

Working in partnership with the Slave Free Alliance

2024 was Centrica's first full year of membership with the Slave Free Alliance. We partnered with the Slave Free Alliance to help us drive continuous improvement to maintain the highest standards in relation to the mitigation of modern slavery risk.

The relationship is structured around three key activities:

- 1. Identifying potential risks to Centrica through a comprehensive gap analysis**
- 2. Developing targeted actions to further enhance and strengthen our identification, assessment and mitigation of modern slavery risks**
- 3. Implementing these actions whilst continuously monitoring and addressing any emerging challenges**

Working closely with our Modern Slavery Working Group and other internal stakeholders, the Slave Free Alliance has conducted a comprehensive gap analysis. This analysis aims to support the creation of a three-year roadmap for Centrica, to help ensure our approach continues to align with industry best practice and prepare proactively for legislative changes now and in the future including the Corporate Sustainability Reporting Directive (CSRD) and Corporate Sustainability Due Diligence Directive (CSDDD).

The gap analysis has identified opportunities to build enhancements to existing practice within our operations, such as broadening the categories subject to additional due diligence, implementing a human rights policy and development of additional KPIs.

Due diligence

We undertake initial due diligence before deciding to contract with suppliers.

This consists of a series of robust onboarding checks that take account of risks including product type, country of origin risk and financial crime indicators. Suppliers are required to complete a responsible sourcing questionnaire at onboarding or when participating in a tender. We utilise our ethical risk assessment system, provided by Sedex, to determine the level of risk associated with the supplier.

Once a contract is in place, we provide ongoing monitoring by producing a dynamic risk profile for the supplier which involves risk rating them using a country and sector risk segmentation tool that considers the product or service being offered together with any slavery risk. The risk profile determines what checks and controls need to be deployed. Suppliers identified as high risk because of the product or geographic market in which they operate are subject to enhanced regular risk assessments which evaluate their sustainability standards, including labour and workers' rights. Where necessary, suppliers will then be subject to additional scrutiny in the form of on-site visits from a third-party assessor reviewing human rights, labour, and health and safety practices. Risks identified through due diligence are shared with the Procurement team, so they are effectively managed and monitored throughout the lifecycle of the relationship.

Audit areas of focus

We identify areas of focus in our supply chain, determining where we have suppliers linked to jurisdictions, goods or services with a higher risk of modern slavery. These suppliers are required to declare their manufacturing sites and register the details as part of our Responsible Sourcing programme. This assessment becomes a key input into which suppliers are required to undertake on-site ethical audits.

- **Garment manufacturers** — The manufacture of our engineer uniforms in Cambodia, China, Poland and Serbia.
- **Smart technology products** — The manufacture of branded goods such as our Hive home solutions in China and smart metering products manufactured in China, Greece and Morocco.
- **Solar panels** — Specifically polysilicon production which is a key component in solar photovoltaic (PV) panels which occurs in China.
- **Battery systems** — The manufacture of battery systems and components in India.

Site visits and audits

Our ethical audit programme plays a crucial role in assuring that suppliers are adhering to international labour standards. The on-site audits are undertaken by certified, independent auditors typically using the Sedex 'SMETA' 4-Pillar Audit, to assess each supplier's adherence to ethical working practices across four defined areas of: labour standards, health and safety, business ethics and environmental performance. The auditor gains first-hand experience of conditions by exploring the site and speaking with workers.

The audits are conducted against the Ethical Trading Initiative (ETI) Base Code and local law requirements, and the auditor identifies any instances of non-compliance with the Code or with local law. We use the SMETA risk rating methodology to categorise non-compliances by severity as 'business critical', 'major' and 'minor.' The auditor subsequently produces corrective action plans for the non-compliances with recommended timeframes that are discussed with the supplier and put into practice.

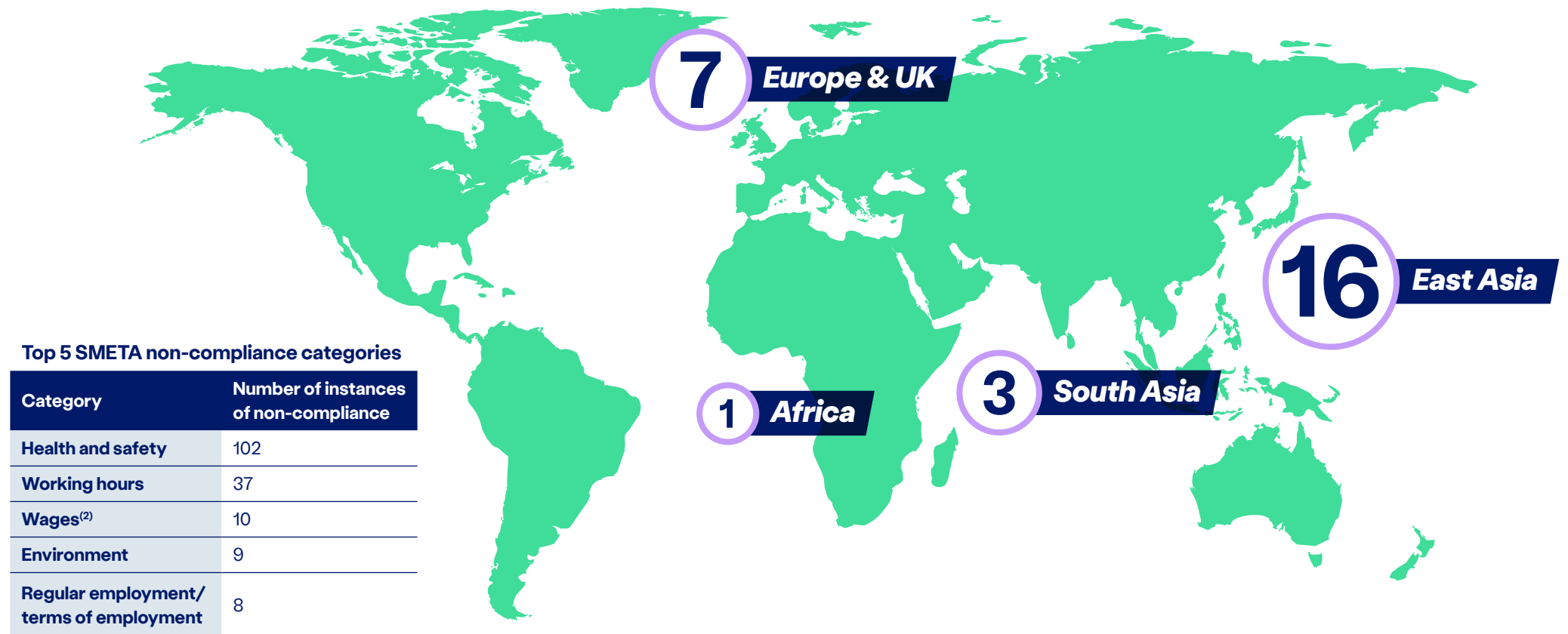
84%

Enhanced onboarding processes and increased rigour around ethical diligence checks brought further suppliers within scope of additional due diligence, more than doubling the previous number of suppliers (both new and existing) included. This ensures wider oversight of a greater proportion of our suppliers, allowing a better understanding of our broader modern slavery risk profile. We will continue to maintain our supplier assurance framework in 2025 to ensure a high-level of ongoing compliance.

Audits undertaken

27 audits were conducted on-the-ground at sites located in Cambodia, China, Greece, India, Morocco, Poland, Serbia, Turkey and the UK. Our intention is to maintain a similar level of oversight in 2025.

We received corrective action plan reports (CAPR) which identified 191 instances of non-compliance across the audits. None of these were rated 'business critical'⁽¹⁾, 83% have now been addressed, and the remainder are on track for completion in early 2025.



(1) A 'business critical' non-compliance is defined by Sedex as 'a breach of a Workplace Requirement which presents an imminent or serious risk to life and limb, or which constitutes a severe human rights impact that could be difficult or impossible to remedy'.

(2) 'Wages' encompasses issues such as: inconsistent and incomplete records, leave entitlement, and frequency of payment schedules. All of these identified matters are now either resolved or the subject of a comprehensive remediation plan.

Issues relating to workplace conditions, particularly health and safety elements, were the most common category of non-compliance. Common themes amongst this group of non-compliance included fire safety (fire exits, alarm systems and firefighting equipment) and chemicals (correct storage and correct labelling practices).

Remediation

We track instances of non-compliance through the Sedex platform and our own internal risk management system, prioritising the highest severity. Our Responsible Sourcing team work with the Procurement team and suppliers to manage the remediation of all instances of non-compliance including the implementation of improvement measures to ensure the suppliers are compliant with our standards. Progress against action plans is reported to our Human Rights and Modern Slavery Steering Group on a quarterly basis.

In the event of 'business critical' non-compliance or modern slavery practices being identified; we would engage with the supplier and require them to take immediate action to remediate. Should the supplier be unable to raise standards or unwilling to engage when required to do so, it may result in us terminating our relationship with the supplier and reporting to the relevant authorities where appropriate.

In 2024, we maintained our on-site audits of suppliers in higher risk jurisdictions in the categories of garments and workwear alongside company branded electrical goods. Moreover, to deliver our net zero commitment and harness low carbon and renewable energy sources in a way that is fair for all, we expanded our ethical audit programme beyond manufacturers of solar panels and battery energy storage systems to include suppliers of smart meters, as we pursue our strategy to operate as a metering asset provider.

Case study:

Centrica Ethical Inspections

In 2024, we developed Centrica Ethical Inspections to further strengthen our commitment to responsible sourcing.

We've done this by leveraging our existing quality driven site inspections to now include an ethical audit.

The ethical schedule is aligned with the ETI Base Code and developed in collaboration with Slave Free Alliance incorporating elements of the SMETA ethical audit standard. These inspections are conducted by our certified quality auditors.

Our tailored approach allows for a comprehensive ethical assessment to be completed whenever a quality inspector visits a supplier site. These inspections will help us ensure that our suppliers adhere to the principles of the ETI Base Code, increasing our oversight of Environment, Social and Governance (ESG) risks in our supply chain. They will provide additional information either ahead of a formal SMETA Audit or as an additional means of follow-up where such oversight might be required.

Case study:

Remote worker surveys

We continued to work with our partner, AndWider, to deploy remote worker surveys in conjunction with on-site audits, because of the valuable insight provided into working conditions.

Hearing first hand from workers, who respond directly to the surveys through their preferred method of communication, not only informs our supplier relationship management practices, but our ongoing dialogue with suppliers.

In 2024 we deployed remote worker surveys to workers at seven suppliers covering garments, technology and distribution. The results of the surveys identified reports in several areas including wages and working hours and health and safety.

The surveys enabled us to have:

- Open and collaborative conversations with our suppliers where priorities were raised; and
- Share our learnings and insights with Centrica's SESC, to enable effective governance and oversight.

These surveys provide additional insight direct from the workforce which are viewed in conjunction with the adjacent site audit, feeding into continuous improvement by providing the worker perspective outside of a formal audit.

Training

Our people play a key role in mitigating risk of modern slavery within our business and supply chain.

Our mandatory Our Code annual training reminds all colleagues of the obligation to respect human rights, protect those we work with from any forced or compulsory labour and to address adverse human rights impacts if they occur, amongst other commitments.

In addition, wider communication campaigns tied to key dates like Anti-Slavery Week help to raise awareness of modern slavery by sharing how to identify and report modern slavery concerns. Our Responsible Sourcing Champions also continue to provide guidance and support to embed responsible sourcing practices across the Procurement team.

We continued to share best practice information and resources with suppliers via our online Responsible Labour Practice Toolkit and on our supplier portal at centrica.com/suppliers. The portal enables existing and prospective suppliers to access information about our supplier strategy and associated policies as well as our People & Planet Plan (see page 3).

Modern slavery e-learning module

During 2024 we rolled-out our new modern slavery e-learning module.

The module provides an overview of the different types of modern slavery, how to identify signs of modern slavery in the workplace, risks in our supply chain and effective prevention strategies that we can adopt to ensure responsible business practices.

We assigned the module to all of our Procurement colleagues to complete. It has also been included within Procurement Induction processes.

100%

Completion rate of the modern slavery module by our Procurement team



Training activity in 2024

Our training is delivered through a combination of e-learning and face-to-face presentations.

Activity	Description
Our Code	Annual e-learning module that sets out our minimum expectations for all those we work with or alongside and represents our commitment to doing the right thing and acting with integrity. It is deployed to all Centrica colleagues. An equivalent module exists for colleagues in Spirit Energy.
Modern slavery	Our e-learning module covering key fundamentals of modern slavery, spotting the signs and procurement practices.
Enhanced modern slavery and human rights	Workshops and face-to-face training covering establishing supplier risk, reducing risk, audit pathways, the Real Living Wage and carbon reduction considerations.
Modern slavery training for Spirit Energy	Module contained within Spirit Energy's training, deployed to all colleagues, covering key fundamentals of modern slavery; spotting the signs and how to raise concerns.



99%

**Colleagues completing
Our Code training**

Collaboration

We continue to work with partners to address human rights and modern slavery risks and participate in forums with the aim of improving standards across the utilities sector. This year we have maintained our key partnerships and we've entered a three-year partnership with Slave Free Alliance as part of our strategy to develop a more forward-looking approach to combatting modern slavery in our business and supply chain.

Our key partners

Partner	What we do together
Achilles	We use the platform to evaluate our suppliers and monitor ethical performance.
AndWider	We work together to understand key priorities directly from workers in higher risk sectors and countries.
Beroe	The platform is used as a key compliance and supply chain analysis tool.
EcoVadis	The platform helps us assess low-to-medium risk suppliers who do not require an on-site audit or remote worker surveys.
QIMA	Our social auditing partner assesses human rights due diligence on-site for suppliers in higher risk sectors and countries.
SafeContractor	They ensure our contractors and suppliers are compliant with the standards that matter to us the most — from health and safety and sustainability, to ethical behaviour and diligent hiring practices.
Sedex	We require medium-to-high risk suppliers to share information with us on their business and supply chain through the platform.
SEQual	Our supplier system for supplier risk, quality and selection specifically covering oil and gas suppliers.
Slave Free Alliance	We are part of Slave Free Alliance's membership programme, helping to build our understanding of modern slavery.
Solar Stewardship Initiative (SSI)	Members of the SSI and Responsible Sourcing working group, where we collaborate with Solar Energy UK, Solar Power Europe, industry peers, investors, and suppliers, to increase ESG performance in the supply chain and support the new solar-specific sustainability assurance programme.
Utilities Against Slavery	A forum to collaborate across the utilities sector to prevent and address modern slavery.

Looking ahead

In 2025, we aim to evolve our approach to strengthen our current management and mitigation of modern slavery risk.



Our priorities will include:



Expanding the scope of categories subject to additional ethical due diligence in line with our ESG roadmap.



Rolling out our ETI Base Code-aligned ethical inspections process to supplement both the remote worker surveys and SMETA ethical audit programmes.



Continuing to develop and deliver training programmes for Procurement colleagues on preventing and minimising various ESG risks and impacts, including modern slavery risks in our supply chain.



Supporting the ongoing work of the Solar Energy UK and Solar Power Europe initiative, to drive forward standards and frameworks that enable the solar supply chain to reduce modern slavery risk.



Continuing to horizon-scan for potential and emerging modern slavery risks and regulations.



This Modern Slavery Statement is published in accordance with the Modern Slavery Act 2015 for the financial year ending 31 December 2024.

The Statement was reviewed by the SESC and approved by the Board of Directors on 17 and 18 February 2025 respectively.

For and on behalf of Centrica plc and its subsidiaries,

A handwritten signature in white ink, appearing to read 'Chris O'Shea', is positioned above the name and title.

Chris O'Shea,
Group Chief Executive

Subsidiaries covered by the Statement:

British Gas New Trading Ltd, British Gas New Heating Ltd, British Gas Social Housing Ltd, British Gas Insurance Ltd, British Gas Services Ltd, Dyno-Rod Ltd, Centrica Hive Ltd, Centrica Energy Ltd, Centrica Energy Marketing Ltd, British Gas Ltd, Centrica LNG Company Ltd, Centrica LNG UK Ltd, Neas Energy Ltd, Centrica Business Solutions UK Ltd, Centrica Offshore UK Ltd, Centrica Energy Storage Ltd, Centrica Services Ltd, Pioneer Shipping Ltd, Spirit Energy Production UK Ltd, Spirit Energy Resources Ltd, Spirit Energy North Sea Ltd, and Spirit Energy Southern North Sea Ltd.