



OUR MODERN SLAVERY STATEMENT 2023

Energising a greener, fairer future

centrica

WHAT'S IN THIS REPORT?

INTRODUCTION

- CHIEF EXECUTIVE INTRODUCTION 2
- OUR PURPOSE, STRATEGY AND VALUES 4
- OUR BUSINESSES 6
- OUR SUPPLY CHAIN OVERVIEW 8

GOVERNANCE & POLICIES 9

ASSESSING RISK & DUE DILIGENCE 13

TRAINING & COLLABORATION 20

LOOKING AHEAD 23



CHIEF EXECUTIVE INTRODUCTION

Inherent in our Purpose of energising a greener, fairer future is our commitment to conduct our business responsibly.

At the very core of being a responsible business with obligations to the communities in which we operate, is our determination to uphold the fundamental rights and freedoms of those who work for Centrica, with Centrica, and interact with Centrica. As an international business with a global footprint, we strive to ensure that every person, regardless of their role within our business or supply chain, is treated with dignity and respect. That's why we will not tolerate human rights abuses or any form of modern slavery across our operations or supply chains.

So, in our eighth Modern Slavery Statement published in accordance with the Modern Slavery Act 2015, I'm proud to share the steps we took during the financial year ending 31 December 2023, to ensure that we maintain a robust approach to identifying and preventing any risks of modern slavery arising across our business operations. Our actions are supported by being signatories of the United Nations (UN) Global Compact, with commitments embedded into our business processes and practices aligned to international standards like the UN Guiding Principles on Business and Human Rights as well as the UN Sustainable Development Goals.



Over the last year, much of our focus has been on continuing to advance our responsible sourcing programme by further strengthening core compliance and delivering on the objectives that we described in our Statement last year. In summary, we have sought to address potential or emerging risks in the following ways:

- expanded the scope of our supplier audit programme with on-site audits conducted at solar and battery systems manufacturers;
- carried out a deep dive risk assessment focusing on working hours in manufacturing facilities as a result of some of our initial audit activity;
- tackled emerging concerns about modern slavery risk in the solar supply chain by deepening our existing involvement in and collaboration with the Solar Stewardship Initiative whose purpose is to improve transparency in the operation of the solar supply chain; and
- further enhanced our processes governing how human rights considerations are incorporated into our procurement and business decisions.

From a global geopolitical perspective, 2023 saw a continuation of many of the same global challenges seen in 2022 with the continued conflict in Ukraine and continued high inflation driving ongoing cost of living pressures. The associated displacement of people and more widespread poverty clearly increase the risk of human rights abuses taking place amongst vulnerable populations. While we have not uncovered any explicit instances of forced or compulsory labour in our business or supply chain, I'm acutely aware of the very real risk posed by modern slavery particularly in a world where supply chains may be more complex and less transparent. Together, we must therefore remain vigilant to the scourge of modern slavery and continue to do our best to ensure a more inclusive and sustainable future for all.



Chris O'Shea,
Group Chief Executive



LEADERS IN TRANSPARENCY

In 2023, we secured a top score of 96% for our transparent voluntary response to the Workforce Disclosure Initiative, which is now 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 also received special mention for our disclosure, including for being the 'Most Transparent'.



OUR PURPOSE, STRATEGY AND VALUES

Centrica is a uniquely integrated energy company comprising a balanced portfolio of market-leading businesses that complement, de-risk and add value to one another. Together we are greater than the sum of our parts.

At Centrica our Purpose is 'energising a greener, fairer future' because we believe in energy that works for colleagues, customers and communities, today and into the future.

Our strategy is driven by our Purpose and we live by our Values. While we have evolved our strategy to help meet today's challenges and prepare us for a net zero future, our values remain firmly embedded in who we are and guide everything we do. They drive us to collaborate with our suppliers and partners to collectively address modern slavery risks across our supply chain with care and courage.



Our Values



CARE

We care deeply about our impact on the planet, our customers and our colleagues. We want to make a difference to society and the safety and wellbeing of our team and customers is paramount.



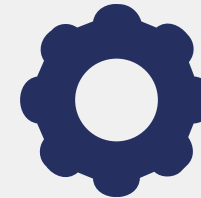
COLLABORATION

Together we win, we build winning relationships throughout our own organisation and with others to deliver on the scale challenges the industry faces.



COURAGE

We step up and take responsibility. We recognise the importance of challenging the industry to make difficult decisions for our future and we stand by our beliefs.



AGILITY

We are nimble, curious and innovative; we adapt to our markets rapidly and seek out opportunities to support the system and succeed.



DELIVERY

We do things right and deliver for all of our stakeholders.

Our People & Planet Plan

Central to achieving our purpose and strategy is our [People & Planet Plan](#) – from being a net zero business by 2045 and helping our customers be net zero by 2050, to creating the diverse and inclusive team we need to get there and contributing to the communities we're all part of.

OUR BUSINESSES

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

Retail

We provide energy, services and solutions to our customers to heat, power, run and maintain their homes and businesses through trusted brands such as British Gas in the UK and Bord Gáis Energy in Ireland.



17,343
colleagues



2,512
suppliers



60%
supply chain
spend



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 as 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.



2,848
colleagues



2,546
suppliers



25%
supply chain
spend



Optimisation

Connecting our infrastructure with the retail market is Centrica Energy, which helps move energy from source to use, optimises energy, and manages energy procurement and risk for the Group.



811
colleagues



820
suppliers



2%
supply chain
spend

Our colleagues within our Group Functions provide shared services across our businesses.



1,873
colleagues



705
suppliers



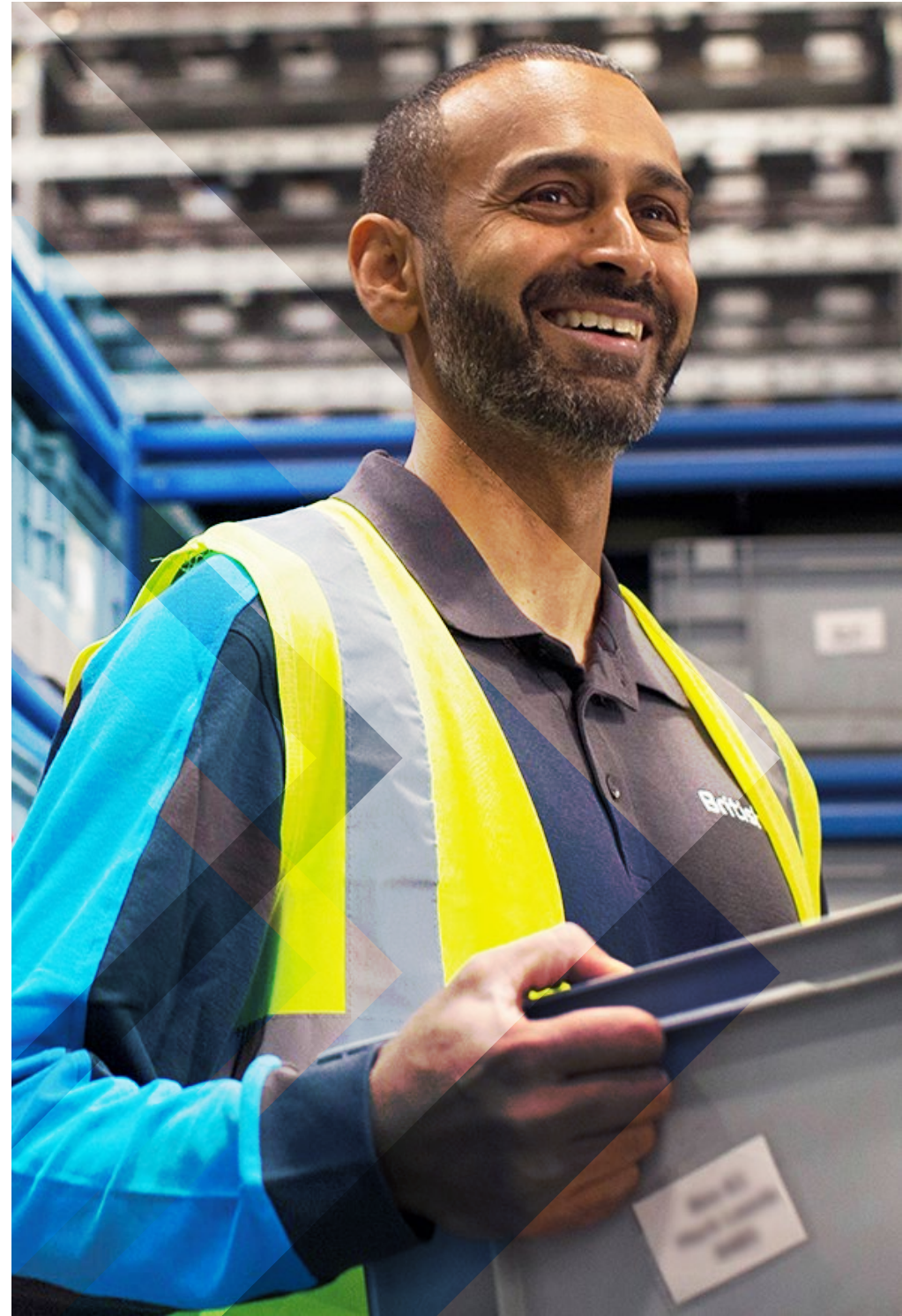
13%
supply chain
spend

OUR SUPPLY CHAIN OVERVIEW

Our suppliers are key stakeholders and partners, 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. Through engagement, we ensure we pay suppliers fairly and enforce our Responsible Sourcing Policy which 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.

During 2023, we continued to manage our portfolio of suppliers providing goods and services to our global operations with a spend of around £3bn.



GOVERNANCE

We've established responsibilities for the effective management of our modern slavery risks at Board and Group level.

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

The Board delegates management of sustainability-related matters to a sub-committee, the Safety, Environment and Sustainability Committee, attended by Centrica's Group Chief Executive, non-executive directors and senior executives, who meet three times a year, review and recommend for approval the annual Modern Slavery Statement to the Board, assess emerging risks, and monitor progress and plans relating to our responsible sourcing strategy including our supplier ethical audit programme.

The Human Rights and Modern Slavery Steering Group meets on a quarterly basis, chaired by the Group General Counsel & Company Secretary, and comprises of members representing key functions: Group Procurement, Responsible Business, People and Colleague Experience, alongside Legal, Compliance and Business Ethics and where necessary managing directors of our business units. 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.

The Modern Slavery 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 Business Ethics, they comprise of representatives from across the business including commercial and functional leads 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.

BOARD

**SAFETY, ENVIRONMENT AND
SUSTAINABILITY COMMITTEE (SESC)**

**HUMAN RIGHTS AND MODERN
SLAVERY STEERING GROUP**

MODERN SLAVERY WORKING GROUP

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, contractors, 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 Centrica's Values, and laying down a shared sense of principles that enable us to act with integrity.
- **Responsible Sourcing Policy** – covers suppliers that operate on behalf of Centrica and includes Our Supplier Charter which lists the terms that must be complied with. These 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 Charter, suppliers must not use any form of involuntary labour or child labour, ensure overtime is voluntary and not excessive, 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 without delay, or agreements will be terminated. The policy includes our commitment to paying the Real Living Wage to all third-party contractors in the UK.

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

- **Resourcing Policy** – applies to all colleagues, setting out our standards of recruitment to ensure 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.

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; and
- working with external agencies where we source labour for specific jobs, such as security or onsite 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 and 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.

And 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.

- **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 second line 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 reprisals.

In 2023, there were 276 reports received through Speak Up and 182 reported grievances, giving a total of 458 concerns raised. The number of Speak Up reports received largely aligns with the external benchmark of around 1.5 reports per 100 employees, and illustrates a positive culture where colleagues feel safe and able to speak up. None of the Speak Up reports or grievances received concerned allegations of modern slavery.

THE NUMBER OF SPEAK UP REPORTS RECEIVED ILLUSTRATES A POSITIVE CULTURE WHERE COLLEAGUES FEEL SAFE AND ABLE TO SPEAK UP



ASSESSING RISK

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

- Company uniforms;
- Smart technology goods sold under the Hive brand;
- Renewable energy goods, such as solar panels and batteries; and
- Services for operating our businesses, such as facilities management, cleaning, security, logistics and transport.

We also recognise the need to investigate thoroughly 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 have engaged Slave Free Alliance to strengthen our approach to modern slavery risk management, so that we can leverage their expertise to enhance our ability to identify, assess and mitigate our key modern slavery risks.



SOLAR PANELS RISK

Our net zero ambitions, which depend on a range of low carbon and renewable services and solutions like solar panels, are underpinned by our commitment to ensure we act fairly and ethically which includes human rights. However, we are acutely aware of the ongoing industry-wide concerns relating to the use of forced labour in the solar supply chain, specifically the manufacture of solar panels containing polysilicon sourced from the Xinjiang Uyghur Autonomous Region (XUAR) of China. We continue to closely monitor developments in relation to forced labour allegations at a raw material level and we have taken the following actions to minimise the risk of knowingly or inadvertently procuring solar panels with a connection to XUAR within their supply chain:

- conducted a market review to establish a preferred supplier list, using our enhanced due diligence to assess a supplier's potential exposure to XUAR across the entire solar panel supply chain;
- collaborated with other industry participants and external experts to influence/drive improvements; and
- the Human Rights and Modern Slavery Steering Group have agreed a set of principles that drive further transparency within our supply chain to ensure the ongoing ethical procurement of solar panels.

DUE DILIGENCE

Across our supply chain, we focus on due diligence to reduce risk and drive high standards.

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 can be effectively managed and monitored throughout the lifecycle of the relationship.



Audit areas of focus

We determine where we have suppliers linked to jurisdictions, goods or services with a higher prevalence of modern slavery using Sedex risk ratings, supplemented where appropriate with internal and external subject matter expertise.

These suppliers are required to declare their manufacturing sites and register the details on Sedex 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 Bangladesh, Cambodia, China and Pakistan.



SOLAR PANELS

Specifically polysilicon production which is a key component in solar photovoltaic (PV) panels which occurs in China.



SMART TECHNOLOGY PRODUCTS

The manufacture of branded goods such as our Hive home solutions in China.



BATTERY SYSTEMS

The manufacture of battery systems and cells in India, and the associated raw materials like cobalt, or lithium that is sourced from China.



Approach to 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 using the Sedex 'SMETA' 4-Pillar Audit protocol, which spans labour standards, health and safety, business ethics and environmental performance, and is based upon the Ethical Trading Initiative (ETI) Base Code alongside local law requirements.

The auditor gains first-hand experience of conditions by exploring the site and speaking with workers, identifying any instances of non-compliance. We use the SMETA risk rating methodology to categorise instances of non-compliance by severity as 'business critical', 'critical', 'major' or 'minor.' The auditor subsequently produces corrective action plans for the instances of non-compliance with recommended timeframes that are discussed with the supplier and put into practice.

In 2023, we maintained our on-site audits of suppliers in higher risk jurisdictions in the categories of garments and workwear and company branded electrical goods. Moreover, to deliver our net zero commitment and harness renewable energy sources in a way that's fair for all, we expanded our ethical audit programme. Towards this, we conducted assessments of working practices on site at the manufacturers of solar panels and battery energy storage systems. In 2024, we are further expanding the scope of our audit programme to include suppliers of smart meters, as we pursue our strategy to operate as a metering asset provider.

Remediation

We track all cases of non-compliance through the Sedex platform and our own internal risk management system, prioritising action in those cases involving the highest severity. Our Responsible Sourcing team work with our Procurement team and suppliers to manage the remediation of all non-compliances 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-compliances or modern slavery practices being identified, we would engage with the supplier and require them to take immediate action to remediate. To date, no supplier has refused to engage with us in addressing concerns raised but should a supplier be unable to raise standards or be unwilling to engage when required to do so, it would result in us terminating our relationship with them and reporting to the relevant authorities where appropriate.

89%

**OF THE NON-COMPLIANCES HAVE
BEEN RESOLVED, AND THE REMAINDER
ARE ON TRACK FOR COMPLETION
IN EARLY 2024**

Audits undertaken

20 audits were conducted on the ground at sites located in Bangladesh, Cambodia, China, India, Pakistan, the Netherlands and the UK.

We received corrective action plan reports (CAPR) which identified 142 non-compliances across the audits. None of the 142 non-compliances were rated 'business critical'. Of the non-compliances, 89% have been resolved, and the remainder are on track for completion in early 2024. This demonstrates an improvement on the efficiency of resolving non-compliances compared to last year (which was 78%).



Top 5 audit non-compliances by category

Category	Number of non-compliances
Health and safety	87
Working hours	19
Wages	11
Environment	9
Management systems	7

In a number of the audits, the auditors identified instances of poor working practices, such as workers not using personal protective equipment (PPE) that had been provided, or the site having poorly maintained firefighting equipment. The audits also identified instances of non-compliance which could be indicators of forced labour, for example excessive overtime recorded. Upon looking into this further, we did not identify any other indicators of forced labour and there were no specific instances of modern slavery at any sites. Resolution of the audit findings helps to ensure that we continue to make a positive contribution in raising standards in working conditions across our supply chain.

WE SEEK TO USE OUR LEVERAGE THROUGH ENGAGEMENT WITH SUPPLIERS AND WIDER INDUSTRY COLLABORATION TO DRIVE POSITIVE CHANGE



WORKING HOURS

Excessive working hours in manufacturing facilities used by organisations across the globe have rightly been the subject of growing international scrutiny, particularly where facilities are located across the Asia and Pacific region. The presence of excessive overtime within audit non-compliances could imply the existence of forced labour, so we acknowledge our responsibility to look further, to determine if any other indicators exist.

During 2023 we reviewed where working hours issues had been identified across our supply chains, using data derived from ethical audits. We sought to establish if the hours worked were voluntary or the workers were obliged to work excessive hours, under any form of threat or compulsion. We trialled worker attestation forms in group interviews during audits and engaged suppliers in supportive conversations to define alternative management systems. We found no evidence of any further indicators of forced labour within our suppliers' operations, and workers confirmed in audit interviews and through signed attestation that overtime was voluntary.

We seek to use our leverage through engagement with suppliers and wider industry collaboration to drive positive change. We wholeheartedly support the initiative shown by one of our key suppliers, who are looking to trial shorter working hours for workers in two of their factories with no reduction in pay.



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 also our ongoing dialogue with suppliers.

In 2023 we expanded our deployment of remote worker surveys to workers at 13 suppliers covering garments, technology and distribution. In total 6,662 surveys were deployed to supply chain workers and we achieved a 26.7% response rate, which is ahead of the external benchmark of 20% for positive participation.

The results of the surveys identified reports in a number of areas including wages and working hours and health and safety. The surveys enabled us to have collaborative conversations with our suppliers where priorities were raised and we shared our learnings with the SESC.



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.



MODERN SLAVERY E-LEARNING MODULE

This year we developed a new modern slavery e-learning module, which 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 piloted the module to all our Procurement colleagues, with a 100% completion rate. We plan to make it available more widely across the business, to increase awareness of modern slavery issues.

Training activity in 2023

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	New 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 on establishing supplier risk, reducing risk, audit pathways, the Real Living Wage and carbon reduction considerations. In total, 116 hours of training have been delivered to supplier-facing colleagues.
Modern Slavery Training for Spirit Energy	Module contained within Spirit Energy's annual training, deployed to all colleagues, covering key fundamentals of modern slavery; spotting the signs and how to raise concerns.



96%

**COLLEAGUES COMPLETING
OUR CODE TRAINING**

COLLABORATION

We recognise that it is only through collaboration that the risk of modern slavery can be properly identified and mitigated. With that in mind, a core part of our strategy involves working with partners to address human rights and modern slavery risks and extending our participation in industry-wide bodies, with the aim of driving up standards in the supply chain serving the energy 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	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 to risk assess suppliers using country and industry sector data.
QIMA	Our social auditing partner assesses human rights due diligence on-site for suppliers in higher risk sectors and countries.
Responsible Sourcing Council	The Council enables us to work with a wide spectrum of businesses from different industries to find solutions to multi-tier supply chain transparency and risk management challenges, that specifically relate to human rights and sustainability.
SafeContractor	We use SafeContractor to ensure our contractors and suppliers are compliant with the standards such as health and safety, sustainability, ethical behaviour and diligent hiring practices.
Sedex	We use the Sedex collaborative platform for sharing ethical supply chain data and the identification of risk, and their SMETA audit methodology.
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

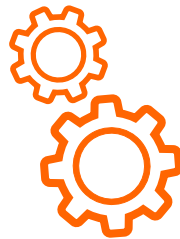
In 2024, we aim to evolve our approach, looking further ahead to the challenges of addressing adverse human rights, and strengthen our resilience to modern slavery. We will:



SLAVE-FREE ALLIANCE

Working Towards a Slave-free Supply Chain

Work in partnership with Slave Free Alliance to inform enhancements to the way in which we manage the key human rights risks and impacts relevant to our business.



Train our colleagues and raise awareness amongst our supply chain of the indicators of modern slavery, to enhance their ability to find and resolve concerns.



Work with suppliers to understand the root causes of excessive working hours, with the aim of bringing into effect sustainable improvements.

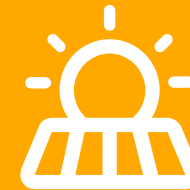
Review and where necessary enhance our processes for the reporting of human rights concerns or other grievances across our business operations and supply chain.



As part of a process of continuous improvement, continue to strengthen supplier audit processes, with stricter timelines for remediating instances of non-compliance, assured through post-audit reviews.



Continue to collaborate with our key partners and peers to advance knowledge of existing and emerging risks, and drive impactful change in our value chain.



Drive forwards the developments of new industry-wide standards and frameworks that enable the solar supply chain to reduce modern slavery risk in particular through our involvement in the work of the Solar Energy UK and Solar Power Europe initiative.

This Modern Slavery Statement is published in accordance with the Modern Slavery Act 2015 for the financial year ending 31 December 2023.

This Statement was approved by the Board of Directors of Centrica plc on 13 February 2024.

For and on behalf of Centrica plc and its subsidiaries,



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.

CENTRICA PLC

Registered office:
Millstream
Maidenhead Road
Windsor
Berkshire
SL4 5GD

Company registered
in England and Wales
No. 3033654

centrica.com/peopleandplanet

centrica