

Modern Slavery Statement

CEO Introduction

Logan Energy strongly believes in fair working practices, and as a recipient of funding through public sector grants, sponsorship arrangements with the Scottish Government and/or are involved in the delivery of contracts, we are committed to the Scottish Fair Work First guidance, outlined by the Scottish Government.

We are fully committed to being a fair employer and have a zero tolerance to any form of modern slavery, and pledge to act with integrity and transparency in all areas of our business and, in turn, our supply chain. The purpose of this policy statement is to outline this commitment, not only to the Fair Work First guidance, but to demonstrate our dedication to the efforts in preventing Modern Slavery.

It will reflect what practices are currently in place, and what will be done in the remainder of the financial year ending 31 July 2024.

Our Business

Logan Energy, and its subsidiaries H2Tec and Proton Power, are a group of experts in the design, development, manufacture, installation, and maintenance of fully integrated hydrogen systems. Offering a comprehensive service from project inception to delivery, leading the way in our field.

Originally founded in the USA 25 years ago, Logan expanded into the UK in 2005 and in 2017 Logan Energy separated from the USA and became the business as we know it today. With one manufacturing site in East Lothian, we employ 35 employees across all production and business functions.

Our Supply Chain

We operate entirely independently of part manufacturers, giving us the ability to analyse and select any appropriate equipment based on our proven experience in delivering hydrogen energy and technology projects. We operate an approved supplier scheme, maintaining a register, recording their ability to meet specified requirements. The main criteria used for approval are quality of product, availability of product and cost. The register currently holds circa 150 suppliers for Logan Energy and its subsidiaries H2Tec and Proton Power.

Our Policies and Procedures

Logan Energy's People Team, having been formed in 2022, are developing and/or updating, a number of policies, procedures and initiatives displaying how dedicated the business is to be working with the greatest of integrity in its day-to-day operations.

We are fully committed to ensuring there is no modern slavery or human trafficking in any part of our businesses, or our supply chain, and to being a fair and equitable business towards our employees.

Current policies, whether standalone or integral to our Employee Handbook, exist in the following areas:

- Bullying and Harassment
- Grievance
- Equal Opportunities
- Whistleblowing
- Flexible Working

Other measures currently in place within the business are:

- Real Living Wage certification
- The completion of online Diversity and Inclusion training
- Competency based interviewing techniques to ensure objectivity in selection
- No use of zero hours contracts or 'fire and rehire' practices
- Minimum working age of 16 with proof of age checks completed during recruitment
- Employee Voice through The Happiness Index survey platform

Due Diligence



Right to Work Checks - we complete the relevant right to work checks and proof of age for all employees during the recruitment process. Logan Energy will not employ any persons below the UK minimum working age of 16 years. Copies of relevant eligibility documents are retained on file for all employees at Logan Energy.



Supplier Assurance Questionnaire - exists for new suppliers acting as part of the vendor management process.



Market Salary Benchmarking - access to one of the largest collections of reward data in the UK, to ensure we are keeping a fair and competitive pay structure for all.

Key Performance Indicators

Logan Energy has achieved its ISO accreditations in the following areas: 9001 Quality, 14001 Environment and 45001 Health & Safety. Third party audits ensure Logan are working to these standards which include employee and supplier welfare, as well as employee education and training.

Areas measured and results generated by our employee survey tool will allow us to generate directly comparable data which will indicate where improvements have or have not been made within the workplace.

Logan also welcomes a relationship with the Health and Safety Executive (HSE), partnering to ensure the safe treatment and environment for all workers.

Improvements

Over the financial year of 2023, Logan Energy and its subsidiaries assure to make improvements in the spirit of this policy statement in the following areas:

- A review of the current policies as listed above
- Introduce inhouse modern slavery awareness training module for all employees
- Introduction of Gender Pay Gap Report for internal use, despite having no legal obligation to do so
- Working in partnership with the IT function to improve our offerings around agile working

Commitment

We will treat any actions out of the spirit of this framework as serious misconduct, at which point the employee may face disciplinary action which could result in dismissal for misconduct or gross misconduct.

This policy has been created with both the Fair Work First guidance and s.54 of the Modern Slavery Act 2015 in mind. Logan Energy recognises that by Law it is not yet a requirement to publish a formal modern slavery statement, due to the size of our business, however the creation of this document demonstrates our dedication to these matters.

Our commitment will continue as our business expands and we will continue to produce this statement on an annual basis to share improvement plans and our progression in this area.



Bill Ireland, Chief Executive Officer

22 August 2023