

'Modern Slavery' is the use of slavery, servitude and forced, compulsory, trafficked or child labour. It has no place in our business. And our internal policies ensure we only work with suppliers and subsidiaries that feel the same. Bulb Energy Ltd is a renewable energy supplier headquartered in the UK. Bulb's mission is to help people lower their bills and reduce their carbon emissions. We achieve our mission by making energy simpler, cheaper and greener for our members worldwide.

We have approximately 1,000 employees globally, spanning across the UK, France, Spain and Texas under our parent company, Simple Energy Limited. Our direct operations in these locations are almost entirely office based. This means that both the nature of our work and the locations in which we operate carry lower risks of modern slavery and human trafficking.

We do however partner with a number of subcontractors and suppliers to provide services outside of our direct operations. We understand that some of these partners in our supply chain may carry a risk. We are committed to identifying and managing these risks through various processes in place at Bulb.

At Bulb, our approach to managing and mitigating the risks associated with modern slavery are governed by our Modern Slavery Policy. This policy describes how we assess our operations and supply chain for potential risks relating to modern slavery and human trafficking.

Our Whistleblowing Policy details the ways in which employees can raise a concern. If an employee believes that any legal obligation is not being complied with, these matters should be disclosed to a manager or Designated Officer immediately. This could ultimately lead to an investigation led by Simple Energy Limited.

We expect all our suppliers to do business in a fair and ethical way.

We assess whether all potential suppliers comply with all applicable international and local laws when performing their services, including but not limited to all labour laws. This year, we have added a specific question in our supplier selection criteria that assesses compliance with the Modern Slavery Act. Where the supplier is not directly affected by the Modern Slavery Act, we require a description of the steps taken by the organisation to ensure modern slavery is not taking place across their business or relevant supply chain(s). Once we have selected a supplier, we then require that they are compliant with applicable laws and standards. This year, we defined our minimum contracting terms that suppliers must review and confirm that they meet prior to formal contracting. These terms include compliance with applicable laws and standards (including internationally-recognised human rights and labour standards and anti-slavery laws) and paying a living wage.

Where this process identifies suppliers that present a higher level of risk, we engage with them to investigate which may result in an audit. If we ever discover that any of our suppliers' standards fall short of our expectations, we'll end our relationship with them.

We have continued to support our employees in identifying potential risks of modern slavery and human trafficking in their day-to-day business practices. We ask our employees to consider the risks to modern slavery and human trafficking when making business decisions outside of supplier appointment. To support this, we have integrated specific modern slavery considerations into our 'sustainability checklist', which covers everything from Living Wage to B Corp status.

Bulb is proud to be an accredited Living Wage Employer. This is separate to the Government's 'national living wage'. It's independently calculated based on the amount employees and their families need to live. The Living Wage applies to everyone who works directly for Bulb in the UK, from temporary to permanent

staff, from our cleaning team to our security and building managers. The current living wage set by the foundation is £9.50 per hour for the UK and £10.85 per hour in London.

We also assess whether our suppliers pay their employees the Living Wage, extending this assessment to their sub-contractors (where used) as well. All employees, suppliers or contractors that work on-site are paid the Living Wage. Bulb was the first energy supplier in the UK to be recognised as a certified B Corp. B Corporations adhere to rigorous standards of social and environmental good, and work to demonstrate that business can be a force for good. The B Corp standard requires us to provide information on supply chain management, which includes verification of supplier compliance with local laws and regulations, international human rights and labour standards. We communicate these obligations to all of our suppliers.

This statement has been approved by the board of Simple Energy Limited (the parent company of Bulb Energy Ltd) and is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes our modern slavery and human trafficking statement for the financial year ending 31 March 2021.

Hayden Wood

CEO and Co-founder of Bulb

01 October 2021

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