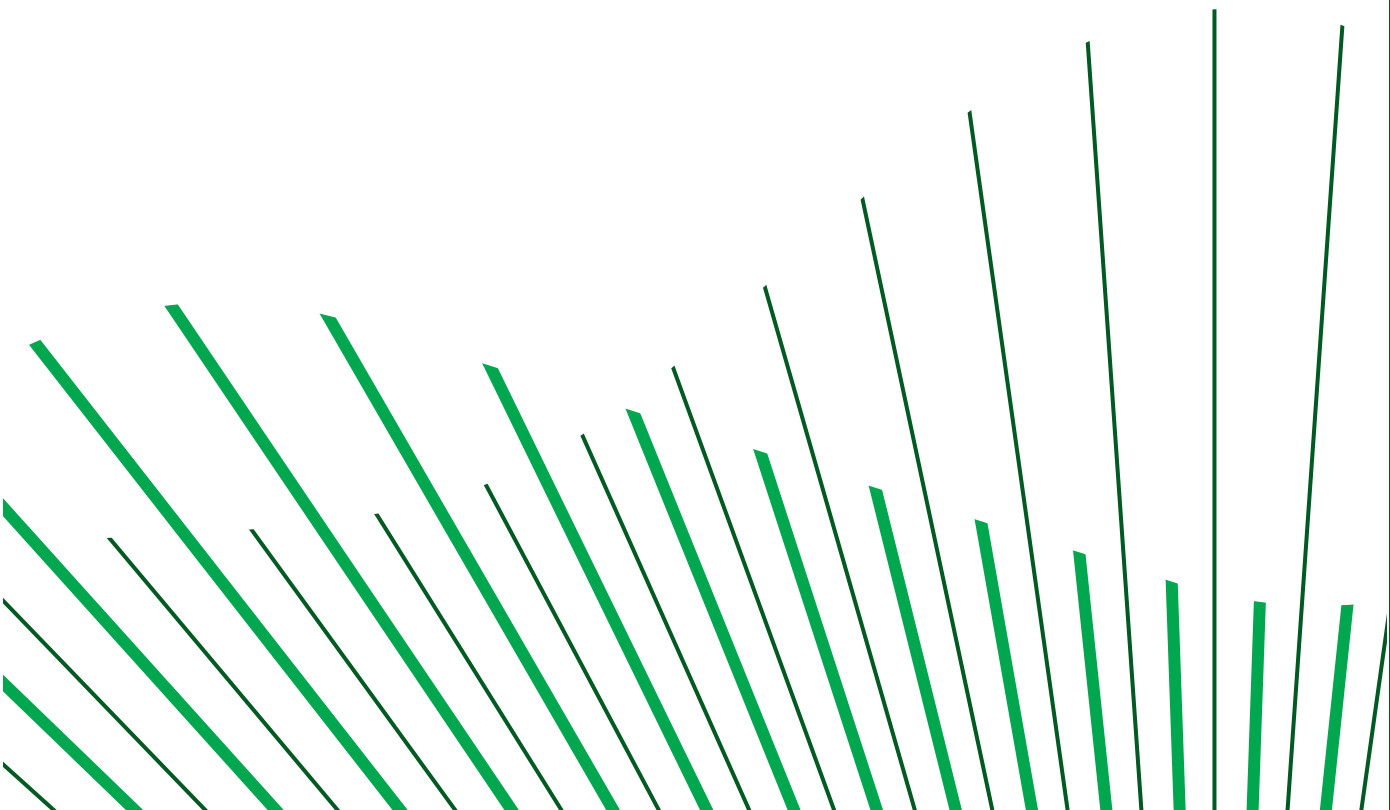


Modern Slavery Statement

Bord na Móna



Introduction

The United Kingdom's Modern Slavery Act 2015 (the "Act") requires commercial organisations operating in the United Kingdom, providing goods or services and having an annual turnover above £36m to produce a statement setting out the steps they are taking to address and prevent the risk and/or occurrence of modern slavery in their operations and supply chains. This statement is made pursuant to section 54 of the Act and relates to the financial year ending 25 March 2020 (the "Financial Year").

Bord na Móna Plc is Ireland's leading environmentally responsible integrated utility service provider encompassing electricity, heating solutions, resource recovery, horticulture and related services. Bord na Móna Plc is incorporated in Ireland and has subsidiaries both nationally and internationally that supply goods and services both in Ireland and abroad, including the United Kingdom (together the "Bord na Móna Group"). Bord na Móna is subject to the Act as it has UK and Irish subsidiaries providing goods within the UK and has an annual global turnover in excess of £36m. As best practice and to show the Company's commitment to tackling modern slavery, the requirements of the Act will be implemented across the entire organisation and not just the subsidiaries that are affected by the Act.

Commitments

The Bord na Móna Group has always taken pride in giving back to local communities through active and direct involvement. This ethos is extended to international communities where the Bord na Móna Group has direct dealings, whether through itself, supply chains, suppliers and/or contractors.

Bord na Móna Group is committed to upholding and respecting all aspects of human rights. This is enforced at both the parent company level and at the subsidiary level.

Actions

Over the relevant Financial Year, Bord na Móna Group has reviewed and considered the process of complying with the Act. The Group continues to rate horticulture and biomass as the areas most at risk for human trafficking and slavery as they both do business with suppliers in "at-risk" countries. Procurement and Legal were also identified as functions which would need to assist in ensuring compliance with the Act due to the nature of the services they provide.

Over the Financial Year, in addition to bedding in the processes that were put in place last year, the following actions have been taken:

- A Company-wide Modern Slavery Policy is in the final stages of approval and will be in place shortly.

The Bord na Móna Group is continuing to work on various measures to ensure compliance with the Act. The aim is to have the following measures over the next financial year:

1. Approve and communicate a Modern Slavery Policy to provide transparency to employees as to the Group's approach and commitment to protecting against instances of modern slavery and human trafficking.
2. Ensure that due diligence mechanisms continue to be in place for all business units to ensure compliance with the Act.
3. Organise and set up training sessions for relevant employees to understand, recognise and report instances of modern slavery.

This Modern Slavery Statement will be published on the Bord na Móna website and will be updated on an annual basis as Bord na Móna continues to work towards preventing occurrences of modern slavery both within the Bord na Móna Group and across the Group's supply chain.

Tom Donnellan

Managing Director of Bord na Móna Plc

