

# Modern Slavery Statement

2023



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## Message from the CEO



EDL is resolute in its vision to be the leading global producer of sustainable distributed energy.

Producing sustainable energy goes beyond delivering zero carbon emissions solutions to customers and communities. At the heart of our mission lies a commitment to ensure individuals involved in our operations—be it direct employees or those within our supply chains—experiences a working environment where human rights are upheld, and modern slavery is vigorously opposed.

Treating individuals with respect, dignity, and care is not only central to our values but also forms the foundation of our commitment to uphold internationally recognised human rights. Our commitment to ethical, transparent, and sustainable operations includes refining our strategies for detecting and addressing potential modern slavery risks. More details on these initiatives are outlined in this Modern Slavery Statement.

In our global economy, we recognise it is important to proactively maintain and enhance efforts to contribute to the global eradication of modern slavery.

This remains my commitment and the commitment of the relevant directors of each of the reporting entities that make up EDL. The contents of this statement received the approval of the boards of DUET EDL Pty Ltd and Energy Developments Pty Ltd on 6 June 2024, and EDL Holdings (Australia) Pty Limited on 13 June 2024.

Together, we continue to drive change and make a meaningful impact in the pursuit of a just and equitable global society.

A handwritten signature in black ink, appearing to read 'J Harman', written in a cursive style.

James Harman  
Chief Executive Officer  
24 June 2024

## About this statement

### Overview

This Modern Slavery Statement, EDL's fourth, outlines EDL's work in applying practical measures towards increasing visibility in our supply chains and mitigating modern slavery risks. These efforts reinforce our previous work, as reported in our 2020, 2021 and 2022 Modern Slavery Statements, to:

- better understand the potential risks of modern slavery within EDL and our supply chains
- review existing processes and procedure, and implement new ones where appropriate, to reduce such risks.

Our efforts in 2023 remained largely focused on our supply chain. To date, these investigations did not identify any instances of modern slavery in our operations or supply chain. Consistent with our commitment to continuous improvement, we will continue efforts to identify and address risks of modern slavery.

### Developing this statement

EDL has a modern slavery working group, which includes representatives from the procurement, finance, human resources, and legal teams. As these teams each perform key shared functions across EDL's group companies, they are apprised of the risks faced by each entity within EDL. The working group is responsible for developing EDL's 2023 Modern Slavery Statement.

Given that key functions within EDL are shared and centralised, and uniform policies and practices are applied across the various EDL entities (excluding minor differences to reflect different regions of operations), we consider that formal consultation between EDL's technically separate entities (including subsidiary companies owned by EDL reporting entities) was not necessary to identify, assess and implement actions to address any modern slavery risks.

The modern slavery working group consulted, as necessary, with subject matter experts within EDL's business to develop this statement.

The statement was reviewed by EDL's Audit Committee, and subsequently approved for publication by the Board of Directors of each of the reporting entities (see below).

### Reporting entities and corporate/business structure

This is a joint Modern Slavery Statement for the period 1 January 2023 to 31 December 2023 by three members of the Energy Developments Group (in this statement, 'EDL', 'we', 'our' and similar) — DUET EDL, Energy Developments and EDL Holdings—under the Australian modern slavery laws—comprising the *Modern Slavery Act 2018* (Cth).

These three members are reporting entities under the Australian modern slavery laws:

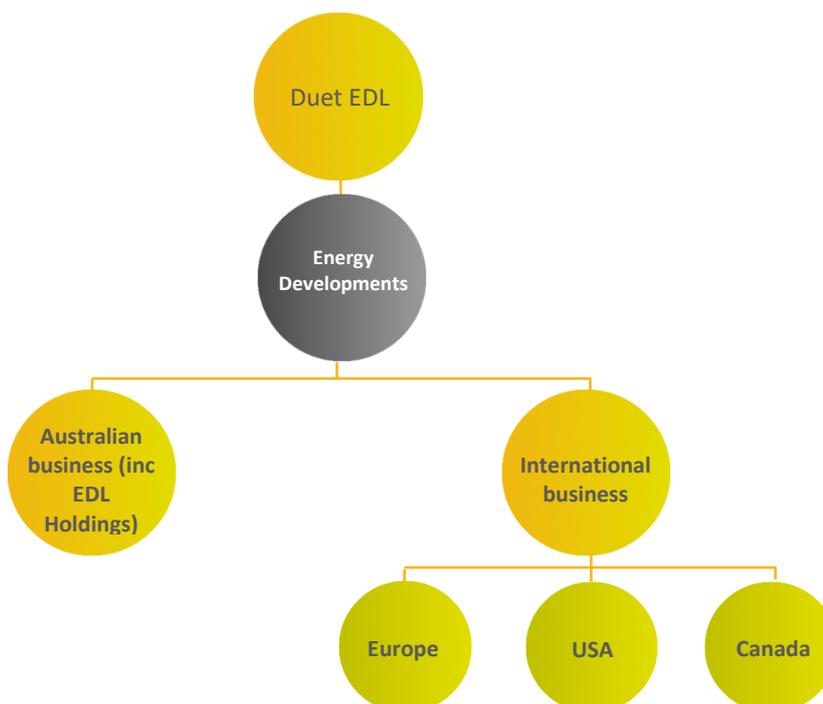
Reporting entity	Details	Description
<b>DUET EDL</b>	DUET EDL Pty Limited ABN 91 607 005 685	DUET EDL is the sole shareholder of Energy Developments, and, as with EDL, is ultimately owned by the CK William Consortium.
<b>Energy Developments</b>	Energy Developments Pty Limited ABN 84 053 410 263	Energy Developments is a wholly owned subsidiary of DUET EDL.
<b>EDL Holdings</b>	EDL Holdings (Australia) Pty Limited ABN 67 058 224 481	EDL Holdings is a wholly owned subsidiary of Energy Developments and is a holding company for the majority of EDL’s Australian businesses.

Notes: the CK William Consortium is ultimately owned by three Cheung Kong companies listed on the Hong Kong Stock Exchange, namely (a) CK Infrastructure Holdings Limited (Hong Kong Stock Exchange Code: 1038 “CKI”); (b) CK Asset Holdings Limited (Hong Kong Stock Exchange Code: 1113 “CKA”); and (c) Power Assets Holdings Limited (Hong Kong Stock Exchange Code: 0006 “PAH”).

The three reporting entities, DUET EDL, Energy Developments and EDL Holdings, are each Australian proprietary companies, limited by shares and having their registered office at Level 6, 1 Eagle Street, Brisbane QLD Australia 4000.

### About EDL

EDL’s corporate and business structure is outlined below.



EDL’s vision is to be the leading global producer of sustainable distributed energy. We are dedicated to a world of new energy for our customers, communities and stakeholders. We play a key role in the world’s transition from traditional energy sources to decarbonised solutions.

Our values



Safety, health & environment



Performance



Innovation & initiative



Respect & responsibility



Integrity



Teamwork

Our global operations in 2023



More than 640 employees



More than 4,000 suppliers



~977MW installed capacity

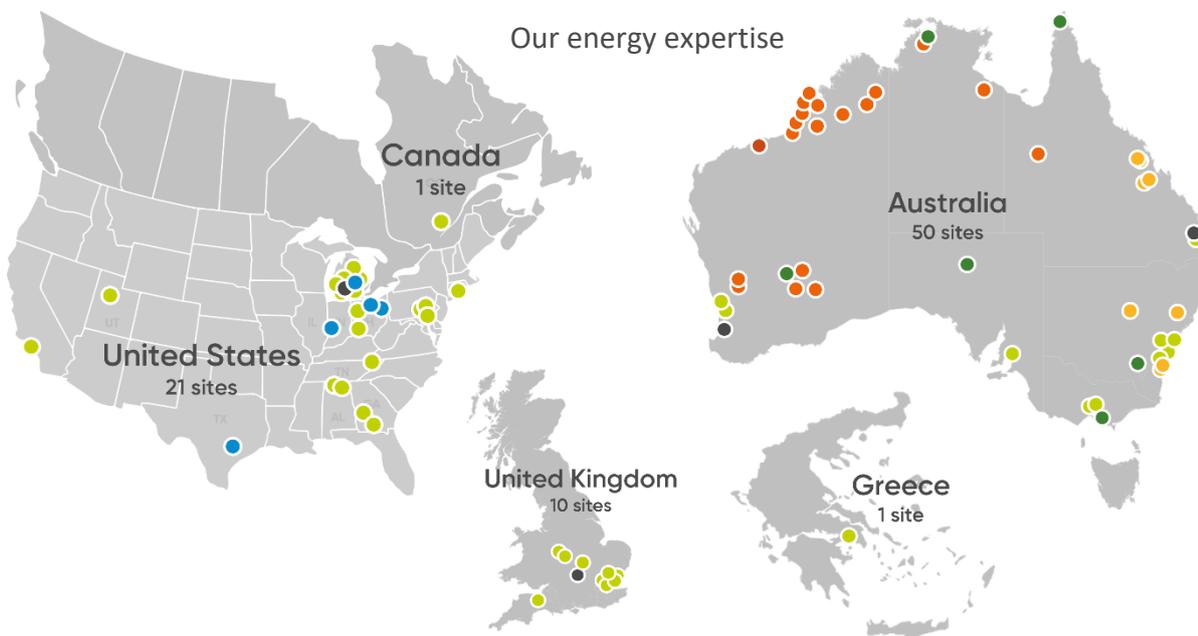


83 power and gas facilities worldwide



~3.4 million tCO<sub>2</sub>-e avoided p.a.

Our energy expertise



Map not to scale

Key

- Renewables
- Renewable natural gas
- Remote energy
- Waste coal mine gas
- Landfill gas
- Liquefied natural gas
- Office

## Key actions to date

EDL's journey to identify and mitigate the risks of modern slavery within our business began a number of years ago and has evolved incrementally, as reported in EDL's 2020, 2021 and 2022 Modern Slavery Statements. The following key initiatives helped EDL establish a foundation for future actions, including those detailed in this statement:

### Working group

EDL formed a working group of cross-disciplinary senior representatives who:

- undertook training on modern slavery issues, to ensure a strong understanding the topic and EDL's obligations
- developed action plans to frame EDL's approach to modern slavery matters
- undertook a gap analysis (particularly in the context of EDL policies and procedures) enabling the identification of areas for improvement and implementation of changes to reduce modern slavery risks for EDL.

### Supplier commitments

EDL took steps towards ensuring that our commitment to reducing modern slavery risks is shared by our suppliers, including:

- modifying our supplier code of conduct
- updating our supplier onboarding process so that new suppliers commit to relevant EDL policies and provide the information we need to assess modern slavery risks
- including standard modern slavery clauses in our standard procurement contracts
- for key suppliers, undertaking an assessment of their operations to understand the likelihood of significant modern slavery risks.

### Introduction of Human Rights Policy

- EDL introduced our first global Human Rights Policy, which covers human rights as described in the UN Guiding Principles on Business and Human Rights, including modern slavery. This policy sets out our expectations of EDL employees in the way we conduct business, and also that of our suppliers, distributors, consultants and business partners, and their employees, subcontractors and agents.

## 2023 – A continuation of commitment

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### Supplier commitments

EDL recognises that our suppliers are a vital part of our service delivery and a key focus of our efforts to reduce modern slavery risks. In 2023, we continued to:

- include modern slavery clauses in new standard Australian EDL procurement contracts, including in the renewal of existing agreements
- screen all new suppliers globally for modern slavery risks, through our supplier onboarding process
- to educate existing and new suppliers on EDL's supplier code of conduct.

We also continued to review of areas of expenditure within our business which had been identified as having the potential for heightened modern slavery risks. In these areas, we have worked to consolidate supply to larger suppliers, with whom we had previously conducted diligence in regard to their modern slavery risk position.

These measures have helped EDL in understanding our suppliers' modern slavery risks, and encourage our suppliers to continue reducing modern slavery risk.

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### Top-tier supplier assessment

EDL's key suppliers are collectively responsible for approximately 80% of our annual expenditure. Our work towards identifying the existence or likelihood of significant modern slavery risks in our supply chain, and better understanding how our key suppliers identify and manage modern slavery risks continued in 2023.

This work included:

- obtaining and evaluating modern slavery statements (or equivalent) of key suppliers
  - monitoring changes in our key supplier's supply chains due to global materials shortages
  - for key suppliers who did not have a modern slavery statement (or equivalent), working with them to conduct a survey on measures within their business to identify and address modern slavery risks.
-

## Modern slavery risk assessment

In 2023, EDL continued applying a risk assessment-based approach to modern slavery, considering factors such as:

- the country of employment and broader human rights (such as equality, fair pay and safety) applicable to our employees
- our top-tier suppliers (based on our annual expenditure with them) and the location of their headquarters and key operations
- the types of industries we operate in
- likely risk factors associated with our supply chain.

Our findings are outlined in the sections that follow.

### Our corporate governance framework

#### Supported from the top

The Board of Directors and management of EDL (and other EDL companies) remain committed to maintaining a robust corporate governance framework to support our vision to be a leading global producer of sustainable distributed energy.

#### Current, relevant and effective policies

EDL's policies cover human rights, workplace health and safety, supplier and contractor management, and diversity and inclusion, including Aboriginal and Torres Strait Islander participation for EDL's Australian operations. These policies are supported by mandatory employee training and contractor undertakings to encourage behaviour across our global operations that:

- is respectful and tolerant of difference
- supports Aboriginal and Torres Strait Islander and minority populations
- focuses on maintaining and continuously improving safe work practices (including stringent workplace health and safety requirements, monitoring and reporting)
- supports good mental health.

Through its whistleblower policy and the external FairCall whistleblower service EDL encourages and supports the reporting of concerns or misconduct, and enables appropriate investigation of reported instances.

We regularly review our policies to ensure that they remain current, relevant and effective.

Various changes to policies and procedures previously rolled out have continued to be applied in 2023 and apply to all EDL employees and relevant contractors.

### Our people

EDL's workforce comprises mostly employees rather than outsourced contract personnel.

### Recruitment process

EDL recruits most of our employees directly, instead of through recruitment/labour brokers. In addition, our employees negotiate the terms of their employment with us, reducing the risks of modern slavery in our recruitment processes.

### Working conditions

In 2023, we had more than 640 employees. They are employed by EDL companies registered in the relevant jurisdiction of operation (i.e. Australia, the USA, the UK and Canada). These countries have comprehensive employment, workplace health and safety, and anti-discrimination laws, and are recognised as having low modern slavery risks.

EDL workplaces operate under a robust safety management system, which includes monthly reporting, a focus on safety processes and training, and mental health awareness.

We're proud of our strong company culture that fosters a diverse workforce and inclusive working environments.

EDL people are well-qualified and most are highly skilled in professional and technical fields. As such, they are remunerated at or above local minimum wage requirements and often enjoy additional employment benefits. Our Australian operations workforce is also governed by enterprise agreements approved by and registered with the Fair Work Commission and subject to review by the Industrial Relations Court.

Our working conditions comply with, or exceed, the requirements of the International Labour Organisation and the Universal Declaration of Human Rights. Accordingly, EDL considers that there is low to minimal risk that EDL employees are subjected to any form of modern slavery while working at EDL.

### Our countries of operation

We operate in five countries—across Australia and the United States of America, and in Canada and the United Kingdom, with an interest in a joint venture in Greece.

None of these countries are recognised as having elevated modern slavery risks.

### Our suppliers

Our suppliers provide the raw materials, fuel, plant and equipment necessary for EDL to run our operations and deliver on our commitments to customers and communities.

We focus on sourcing reputable and reliable suppliers with whom we can develop long-term relationships for mutually beneficial outcomes.

### Number of suppliers

We have more than 4,000 suppliers globally that provide plant, equipment, materials, and services to EDL.

We take steps to vet all suppliers during our onboarding processes, to understand the measures which they have in place to identify and mitigate risks associated with modern slavery in their respective businesses and supply chains.

## Supply sectors

We assessed the industry sectors where our suppliers mainly operate, and identified the following risks.

Sector	Assessment
<b>Fuels, petroleum products and other power station consumables</b>	<p>EDL uses a variety of hydrocarbon-based fuels, petroleum-based products and other power station consumables (e.g. coolants) in our operations.</p> <p>Gaseous fuels, such as natural gas, landfill gas and coal seam methane, originate in the countries where we operate (which have a low jurisdictional risk of modern slavery).</p> <p>Diesel fuel, petroleum-based products (e.g. oils and oil-based lubricants) and other power station consumables (e.g. coolants) either originate in the countries where we operate or are imported, and as such may originate from, or be processed in, countries that have a higher jurisdictional risk of modern slavery than the countries where we operate.</p>
<b>Gas capture and processing equipment</b> <b>Electricity generators and storage solutions</b>	<p>We procure a variety of plant and equipment for our operations. These include:</p> <ul style="list-style-type: none"> <li>• plant and equipment needed to capture, reticulate and process gases (including landfill gas, waste coal mine gas and natural gas) such as gas pipeline equipment</li> <li>• diesel and gas generators, solar PV panels, wind turbines, batteries, electrical storage solutions and inverters.</li> </ul> <p>These items are manufactured in numerous countries, which have varying modern slavery risk factors. Additionally, some raw materials (such as polysilicon) used in certain plant and equipment, especially solar PV panels and large-scale batteries could originate from countries known to have a high risk of modern slavery.</p> <p>The increasing use of solar PV panels and large-scale batteries in new projects, consistent with a general increase in the take-up of decarbonised energy solutions, continues to be recognised as an emerging modern slavery risk issue given the publicised risks of modern slavery practices in raw material supply chains. While we do not currently have any known instances of actual modern slavery issues in our supply chains, we continue to maintain ongoing discussions with our preferred suppliers of solar PV panels and large-scale batteries to better understand these risks and this remains a focus area for the business.</p>
<b>Fleet and transportation services</b>	<p>We procure these types of services to move some fuels from the processing facility to our power stations, as well as to get plant and equipment to site.</p> <p>Although these services are typically provided in the low-risk countries where we operate, the lower skill requirements of workers involved in these services do create a higher potential for modern slavery risks.</p>

Sector	Assessment
<b>Professional and technical services</b>	<p>We source a variety of professional and technical services from external organisations, including specialist technical design, construction, testing, commissioning and maintenance services, and legal, financial and other professional advice.</p> <p>As these services are typically provided by highly-skilled and professional people, such as engineers, lawyers and accountants, the risk of modern slavery in this sector is low.</p>
<b>Facilities management</b>	<p>This sector includes cleaning, catering, and waste management services. By its nature, this sector attracts lower-skilled and transient workers, increasing the risk of modern slavery.</p>
<b>Personal protective equipment and workwear</b>	<p>These items include the supply of personal protective equipment such as gloves and goggles, as well as safety uniforms.</p> <p>We are aware that such items are often produced in countries with lower levels of relevant government oversight and due diligence, which leads to an increase in modern slavery risks.</p>
<b>Office services</b>	<p>This sector includes the supply of information technology and computer equipment. This area has known modern slavery risks, principally due to jurisdictions where these goods are manufactured or supplied.</p>

### Jurisdictional risk

Having previously carried out jurisdictional risk assessments of our top-tier suppliers, we have continued to monitor any significant changes to their supply chain, including any changes to the status of their jurisdictional risk.

Most of our suppliers are part of large corporate groups that operate globally, and are headquartered in countries such as Australia, the United Kingdom, France, Germany, Switzerland, Austria, Finland and the USA. These countries are rated as having a low jurisdictional modern slavery risk, including because of the strong labour protection laws in those countries. However, a small proportion of our top-tier supplier expenditure is with suppliers that are headquartered in countries identified as having higher risk profiles in relation to modern slavery risks. We have not seen any significant changes in our existing suppliers' jurisdictional risk during the reporting period.

Jurisdictional risk is considered as part of the process of assessing new suppliers.

### Cultural alignment

In selecting suppliers, EDL considers various factors and seeks to contract with suppliers whose ethics, culture, values and practices align with ours, so we can establish stable, long-term working relationships to support our projects through operations. This alignment is, and will continue to be, enhanced by requiring our suppliers to commit to complying with our policies, as well as including appropriate provisions in our supply contracts.

### Supplier personnel

Our supplier personnel is divided into several categories, including:

- skilled personnel who directly provide us with professional and niche technical services—due to the highly-skilled nature of these personnel, the risk of modern slavery in this sector is low
- unskilled personnel who directly provide us with general services (such as our transportation and facilities management services)—these areas tend to attract lower-skilled and transient workers, resulting in a relatively elevated risk of modern slavery
- personnel involved further down the supply chain, for example in the production of raw materials and the manufacture of our plant and equipment (ranging from pipeline and power generation assets to computer equipment).

We address the risk of modern slavery to supplier personnel by:

- contractually requiring our suppliers to adhere to relevant laws. For suppliers whose personnel attend our project sites, we require compliance with workplace health and safety laws, safety standards, and relevant inductions, policies and procedures—both ours and those of our customer (as appropriate).
- including specific provisions in our contracts requiring our suppliers to commit to behaviours that reduce the risk of modern slavery.
- requiring our suppliers to meet the standards and outcomes set in our relevant policies during our supplier onboarding process.

### Country of origin for raw materials, consumables and fuel

Due to the nature of our business, most of the consumables and fuel used at our project sites are sourced locally while some are trucked within the relevant country. These countries are recognised as having generally low risks of modern slavery.

The major consumables and fuel sourced overseas include diesel, engine parts and balance of plant parts.

We are broadly aware that some materials originate in countries with modern slavery risks that are higher than the countries in which we operate, and information about the origins of the raw materials for our plant and equipment will become progressively available to us through our supplier-related changes. This will allow us to better assess relevant risks associated with the country of origin. In the meantime, we are including provisions in our supply contracts for these materials and asking these suppliers to commit to meet the standards and outcomes set in our relevant policies.

Additionally, we are monitoring any significant changes within our key suppliers' supply chains as a result of global shortages of raw materials, and assessing the risk associated with any identified changes.

### Country of manufacture

Most of EDL's materials, plant and equipment expenditure relate to core assets used for our electricity generation, gas production and waste fossil fuel capture.

We are aware that many of these assets are manufactured in a range of countries. In a similar process to the assessment of raw materials, we ask our suppliers to provide information on the country of manufacture, which allows us to assess jurisdictional risks associated with that country, so that we can tailor our supplier base. We have included relevant provisions in our supply contracts and asked our suppliers to commit to our relevant policies.

### Assessment of our actions

EDL's focus in 2023 was the continued application of previously established plans and processes to identify and address modern slavery risks, including continued application of actions to reduce the risk of modern slavery in our operations and supply chains.

In the years ahead, we will continue to assess the effectiveness of these actions through regular monitoring and carrying out modern slavery risk assessments.

EDL has a culture supportive of openness and transparency with dedicated confidential avenues for reporting. We have not identified any known modern slavery practices within our business operations or through our supply chain at this time.

## Plans for 2024 and beyond

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### Policy updates

We will continue to review and update EDL's policies and supplier code of conduct as required to appropriately reference modern slavery risks.

We will also communicate any policy updates to EDL employees and contractors across our global operations.



### Continuous supplier engagement

We will continue to apply and improve processes and procedures as appropriate, and further engage with and review our suppliers, to help support positive change within our industry.

### Effectiveness review

We will undertake regular reviews of our approach to monitor our effectiveness in mitigating the risks of adverse impacts on human rights.



### Managing identified risks

If any specific risks are identified through the year, we will review and respond with appropriate mitigation measures.

## Appendix 1: Addressing the Australian mandatory reporting criteria

Australian Modern Slavery Act mandatory reporting criterion	Reference in this statement
Identify the reporting entity	See “Reporting entities and corporate/ business structure” at pages 3 and 4.
Describe the reporting entity’s structure, operations and supply chains	See “Reporting entities and corporate/ business structure” at pages 3 and 4, “About EDL” at pages 4 and 5, and “Modern slavery risk assessment” at pages 8 to 13.
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	See “Modern slavery risk assessment” at pages 8 to 13.
Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address risks, including due diligence and remediation processes	See “Key actions to date” at page 6 and “2023 – A continuation of commitment” at page 7.
Describe how the reporting entity assesses the effectiveness of such actions	See “Assessment of our actions” at page 13 and “Plans for 2024 and beyond” at page 14.
Described the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	See “Developing this statement” at page 3.
Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	Refer to the balance of this modern slavery statement.

## Appendix 2: EDL Group companies covered by this Modern Slavery Statement

<b>Australia</b>	
Blackwater Solar Farm Pty Ltd	EDL NGD (NT) Pty Ltd
Cosmo Power Pty Ltd	EDL NGD (Qld) Pty Ltd
Cullerin Range Wind Farm Pty Ltd	EDL NGD (WA) Pty Ltd
EDL Agnew Pty Ltd	EDL (OCI) Pty Limited
EDL CNG (NT) Pty Ltd	EDL Operations (Australia) Pty Ltd
EDL Contracting Pty Ltd	EDL Operations (Belrose) Pty Ltd
EDL CSM (NSW) Pty Ltd	EDL Operations (Berwick) Pty Ltd
EDL CSM (Qld) Pty Limited	EDL Operations (Corio) Pty Ltd
EDL Developments (Australia) Pty Ltd	EDL Operations (Lyndhurst) Pty Ltd
EDL Doublet (CP-AU) Pty Ltd	EDL Operations (Pedler Creek) Pty Ltd
EDL Group Operations Pty Ltd	EDL Operations (Tea Tree Gully) Pty Ltd
EDL Holdings (Australia) Pty Ltd	EDL Pilbara Pty Ltd
EDL International Holdings Pty Ltd	EDL Projects (Australia) Pty Ltd
EDL Jabiru Pty Ltd	EDL Retail Pty Ltd
EDL LFG (ACT) Pty Ltd	EDL Technologies Pty Ltd
EDL LFG (NSW) Pty Ltd	EDL Triplet (CP-UK) Pty Ltd
EDL LFG (Qld) Pty Ltd	EDL (TT) Pty Limited
EDL LFG (SA) Pty Ltd	Energy Developments Pty Limited
EDL LFG (Vic) Pty Ltd	Energy Generation Pty Ltd
EDL LNG Fuel to Power Operator Pty Ltd	Landfill Gas & Power Pty. Ltd.
EDL LNG Fuel to Power Pty Ltd	Regional Wind Farms Pty Ltd
EDL LNG (WA) Pty Ltd	Weipa Solar Farm Pty Ltd
<b>United Kingdom</b>	
Bio Energy (UK) Limited	EDL (UK) LFG Generation Limited
EDL Franklin UK Limited	Energy Developments (UK) Limited
EDL Holdings (UK) Limited	
<b>USA</b>	
Bio Energy (I), LLC	Energy Developments Coopersville, LLC
Bio Energy (II), LLC	Energy Developments Decatur, LLC
Bio Energy (III), LLC	Energy Developments (Gem BD Projects), LLC
Bio Energy (Alabama), LLC	Energy Developments (Gem Midco), LLC
Bio Energy (Austin), LLC	Energy Developments Grand Blanc, LLC
Bio Energy (Georgia), LLC	Energy Developments Hancock County, LLC

Bio Energy (Georgia II), LLC	Energy Developments Honey Brook, LLC
Bio Energy (Illinois), LLC	Energy Developments, Inc.
Bio Energy (Ohio), LLC	Energy Developments Indy, LLC
Bio Energy (Ohio II), LLC	Energy Developments Lake County, LLC
Bio Energy (Ohio III), LLC	Energy Developments Lansing, LLC
Bio Energy (Tennessee), LLC	Energy Developments Michigan, LLC
Bio Energy (Tennessee II), LLC	Energy Developments Morgantown, LLC
Bio Energy (Texas), LLC	Energy Developments (Operations), Inc.
Bio Energy (US), LLC	Energy Developments Pinconning, LLC
Brea Generation LLC	Energy Developments South Jordan, LLC
Brea Parent 2007, LLC	Energy Developments Watervliet, LLC
Brea Power II, LLC	LFG Production of Coopersville, LLC
Broadrock Biopower I LLC	LFG Production of Morgantown, LLC
Broadrock Gas Services, LLC	Providence Power LLC
Broadrock Management LLC	Rhode Island Engine Genco, LLC
EDL Holdings (Gem), LLC	Rhode Island LFG Genco, LLC
EDL Holdings (US), Inc.	Zook Generation, LLC
Energy Developments Byron Center, LLC	
<b>Canada</b>	
Energy Developments (Canada) Inc.	Lidya Energy, LP
Lidya Energy Inc.	
<b>Greece</b>	
EDL Hellas Monoprossopi EPE	