

MODERN SLAVERY & HUMAN TRAFFICKING POLICY

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that the Site Solutions (ENV) Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Site Solutions (ENV) Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our businesses

Enviro Waste London Limited is a UK-registered company, providing services to the domestic, commercial and construction sectors in waste collection and disposal. We offer services provided both by us directly and by outsourced suppliers, all of whom are themselves UK registered companies. All companies providing services on behalf of Enviro Waste, including Enviro Waste, have registrations and licenses with all governmental bodies required to legally operate in the UK.

Our high-risk areas

The following activities are considered to be at high risk of modern slavery or human trafficking: employment of labour who originate from outside the UK

Responsibility for the Company's anti-slavery initiatives is as follows:

1. Policies: Our outside HR consultant is responsible for creating and reviewing policies. The process by which policies are developed includes reviewing of existing EU and UK laws and directives adapting policies to reflect conformance with them and committing to best practice in our industry sector.
2. Our HR Manager is responsible for collating, distributing, and ensuring all policies are implemented throughout the companies.
3. Risk assessments: The SHEQ Manager is responsible for risk assessments in respect of human rights and modern slavery by a process of regular audits.
4. The companies who provide outsourced services for us are required to produce documentation in line with our own policies to be able to work with us.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes:

- building long-standing relationships with suppliers and making clear our expectations of business partners
- evaluating the modern slavery and human trafficking risks of each new supplier
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship
- We may terminate the contract at any time should any instances of modern slavery come to light

Our policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Anti-slavery policy.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. **Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. **Code of business conduct.** This code explains the way we behave as an organisation and how we expect our employees and suppliers to act.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Signature:



Position: CEO

Date: 17/06/2024

Review due: 16/06/2025

enviro
WASTE MANAGEMENT