

MODERN SLAVERY POLICY STATEMENT FOR FINANCIAL YEAR 2019/2020

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Wastewise 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.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Wastewise 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 business

Wastewise is committed to delivering the highest levels of customer service whilst protecting the environment and providing a safe and healthy workplace for our employees and others.

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. 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 manner in which we behave as an organisation and how we expect our employees and suppliers to act.
5. **Ethical sourcing policy.** This policy seeks to source and purchase goods and services which are produced and delivered under conditions that do not involve or support the abuse or exploitation of any persons. See below

Our suppliers

Wastewise operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery [and onsite audits which include a review of working conditions]. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

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In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. Child or forced labour or non-voluntary prison labour
4. Conditions of work; establish recognised employment relationships with their employees that are in accordance with their national law and good practice and do not seek to avoid providing employees with their legal or contractual rights.
5. Health & Safety; provide a safe and healthy working environment and have adequate systems to prevent accidents and injury at work.
6. Discrimination; all forms
7. Wages; ensure that wages paid for a standard working period meet legal and/or industry minimum standards.
8. Hours of work; compliance of the requirements on the maximum allowable hours in a standard working period.
9. Environment
10. We may terminate the contract at any time should any instances of modern slavery come to light.

Training

We regularly conduct training to all our staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

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.

Approval for this statement

This statement was approved by the Board of Directors on 05/10/2019

Signed:

A handwritten signature in black ink that reads 'James Andlan'.

Date: 05/10/2019

Managing Director