


IMS Policy 05	Issue 02 Rev 02	HUMAN TRAFFICKING AND MODERN SLAVERY	
Quality ISO 9001: 2015			
Environmental ISO 14001: 2015			
Health & Safety ISO 45001: 2018			

This policy statement sets out the steps taken by REMONDIS to prevent modern slavery and human trafficking, as far as is reasonably possible, in its business and supply chain. Although not yet subject to the legislation, by following this policy, REMONDIS seeks to meet the responsibilities of Companies under the Modern Slavery Act 2015.

Modern slavery is a crime and can take many guises but its simplest definition is: Any form of enforced or coerced labour breaching an individual's basic human rights. The Directors of REMONDIS believe that the only way to stop this from happening is to be transparent in their hands on approach to tackling this global issue. This policy therefore has their full support and commitment.

REMONDIS has added this policy to its audited management system which follows the principles of continuous improvement and will therefore regularly review the Company's performance against this policy statement. REMONDIS will set SMART objectives at each review to further reduce the risk of Human Trafficking and Modern Slavery occurring in any part of its operations.

A link to this policy can be found on our website. It is included in employee handbooks and displayed in the head office of REMONDIS and also on employee notice boards to encourage transparency and highlight the importance of following the policy.

The policy is to be applied to all persons, at all levels, working for or with the Company whether they are employees, directors, contractors, agents, interns, volunteers, external consultants, third party representatives or business partners.


MEASURES TAKEN WITHIN REMONDIS

To prevent modern slavery occurring within our own work force we have several key policies and procedures which form part of our continuous improvement management system:

- Our recruitment policy incorporates right to work checks and these are to be carried out for all new employees or individuals offered a role within REMONDIS.
- We have a robust bullying and harassment policy which is communicated to all our staff in the employee handbook and have an open door policy to all levels of management so that any bullying and harassment concerns that an employee has, can be addressed quickly and confidentially.
- We carry out risk assessments to protect vulnerable groups of employees such as those who are classed as young workers, apprentices, or those here with us on work experience.

By primarily recruiting directly, we have greater control in ensuring that none of our own employees have been forced into labour and that all have the right to work in the UK. On the rare occasions we use recruitment agencies, due diligence is carried on the agency and we only use approved reputable recruitment agencies.

REMONDIS also follows the REMONDIS Group's Corporate Compliance Code of Conduct which can be found through our corporate website: www.remondis.com.

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MEASURES WITHIN OUR SUPPLY CHAIN

As part of the REMONDIS management system, all potential suppliers are audited to assess whether they meet the standards we require. This includes assessing whether they are taking reasonable steps to prevent human trafficking and modern slavery. Once a satisfactory audit result is obtained they are placed on our approved supplier list. This list is reviewed annually and any non-conformances by suppliers are investigated to assess whether they should remain on the approved list.

Not all our suppliers will be required to publish modern slavery statements. In that instance we work with them, especially our smaller suppliers, to consider steps that can be taken to minimise the risk of modern slavery occurring amongst their workforce.

The areas covered in a supplier audit are:

- Bullying and harassment procedures;
- Health and Safety procedures and record;
- Environmental procedures and record;
- Whistleblowing and ethics procedures.

Our supply chain mainly consists of subcontracted UK hauliers, material recycling and waste treatment companies, large plant and equipment manufacturers and suppliers of overhead resources such as utilities and office supplies. If we become aware that any of our supply chain has been involved in human trafficking or modern slavery, whether knowingly or through failing to take all steps to prevent it, they will be removed from our approved supplier list and will have to wait a minimum of six months before being able to reapply to be an approved supplier. They will also have to demonstrate that they have improved their policies and procedures to ensure that the breach which allowed modern slavery to happen, has been rectified.

RESPONSIBILITY FOR POLICY ADHERENCE

Although all employees are expected to adopt and promote this policy the ultimate responsibility lies with the board of directors of REMONDIS.

Signed:



..... Date: ...1st March 2023.....

Managing Director
David Hughes