

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to The Waste Company (UK) Limited (referred to in this statement as 'the Organisation').

B) ORGANISATION STRUCTURE

Our organisation is a waste management broker and we operate from one central office in Launceston, Cornwall. The main activity carried out by the organisation is consulting businesses on best practise waste management solutions. Demand for our services is consist throughout the year and is therefore not seasonal.

The labour supplied to the *The Waste Company (UK) Limited* in pursuance of its operation is carried out in Launceston, Cornwall. On occasion employees may travel nationally around the United Kingdom to provide consultancy services.

C) DEFINITIONS

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The The Waste Company (UK) Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The The Waste Company (UK) Limited understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The The Waste Company (UK) Limited does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the The Waste Company (UK) Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kindgom.

E) SUPPLY CHAINS

In order to fulfil its activities, the The Waste Company (UK) Limited main supply chains include those related to the supply of waste services from various suppliers in the United Kingdom. We maintain 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 in particular relating to modern slavery and we carry out regular supplier visits to review their facilities.

In addition to the above, we require that our suppliers 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. They pay their employees at least the national minimum wage / national living wage (as appropriate)
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F) POTENTIAL EXPOSURE

In general, the The Waste Company (UK) Limited considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

The The Waste Company (UK) Limited carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The The Waste Company (UK) Limited has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the The Waste Company (UK) Limited has taken the following steps to ensure that modern slavery is not taking place:

- *Termination clause in all supplier contracts that at any time should any instances of modern slavery come to light the contract will be immediately terminated*
- *Zero tolerance policy towards modern slavery*
- *Conduct training for employees so they understand and can recognise the signs of modern slavery and what to do if they suspect it is taking place within our supply chain*

H) KEY PERFORMANCE INDICATORS

The Waste Company (UK) Limited will know the effectiveness of the steps put in place to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if there have been no reports received from employees, the public or law enforcement agencies to indicate that modern slavery is not taking place in the The Waste Company (UK) Limited or its supply chains.

I) POLICIES

The Waste Company (UK) Limited has the following policies which further define its stance on modern slavery, anti-slavery policy; a corporate social responsibility policy; recruitment policy.

Signed: Hayden James

Managing Director

Date: July 2017
