

# Cumbria County Holdings Limited - Modern Slavery Statement 2019



In accordance with the Modern Slavery Act 2015 this statement sets out the steps we are taking to ensure there is no modern slavery in our business and supply chains.

## Structure and Supply Chains

Cumbria County Holdings Limited is the parent company for Cumbria Waste Management, Cumbria Waste Recycling, Lakeland Minerals, Orian Solutions and South Lakes Services (Cumbria) Ltd. CCH Limited is controlled by Cumbria County Council. We operate predominantly in the waste management, cleaning and food service sectors at sites across Cumbria and the North of England. Our Head Office is in Carlisle and we employ 1800 people.

We are committed to working closely with our stakeholders to minimise our carbon footprint and, therefore, it is our policy to procure locally whenever possible. In achieving this objective we rationalise our supplier base and actively seek to have a single distribution network. This approach enables us to develop close working relationships with our suppliers and they are able to clearly understand our requirements.

We operate approved contractor/authorised supplier lists and carry out robust selection procedures to ensure compliance with legislation, quality accreditation and adoption of safe working practices.

We seek to work with partners who treat their workers in accordance with legislation and do not risk our reputation.

We recognise and work with Unison and GMB trade unions for the purposes of employee representation and negotiation.

## Policies on modern slavery

Within our own business we require that all employees have proven their right to work in the UK and receive, as a minimum, statutory terms and conditions of employment.

All employees are free to choose whether they work for the companies within Cumbria County Holdings Limited and to leave with their contractual notice.

We utilise the services of recruitment agencies to source temporary and permanent labour and we ensure that the agencies we use are also committed to complying with modern slavery legislation.

We have a "Speaking Up" policy which employees can utilise for whistle-blowing purposes should they become aware of any practices involving Modern Slavery.

## Risk assessment

We maintain an up-to-date risk register for the businesses/sectors with which we operate and this is reviewed by our Board.

## Training for staff

Members of our HR Team have attended training sessions and briefings about Modern Slavery facilitated by the Chartered Institute of Personnel and Development and employment law firms.

Signed:

Date:

Ian Wood, Chief Executive Officer

29 March 2019