

## 12.5 Modern Slavery & Human Trafficking Policy Statement

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out that T & S Environmental Ltd have taken to ensure that slavery and human trafficking is not taking place in its business or any part of its supply chain.

Modern slavery and human trafficking remain a hidden blight on our global society. Modern slavery is the term used to encompass slavery, forced and compulsory labour and human trafficking of all ages, and we as a company prohibit any form of modern slavery.

All our employees and subcontractors have a responsibility to comply with this policy and be alert to the risks brought about by modern slavery in our business and the wider supply chain. Employees are expected to report any concerns and management are expected to act upon them.

We shall put in place fair and transparent recruitment and resourcing procedures in relation to labour practices, false employment and modern slavery in accordance with relevant legislation and standards.

The requirements made of our supply chain regarding modern slavery will be communicated and contracted through a copy of this policy being forwarded to all approved key suppliers. We therefore expect all suppliers to conduct right-to-work checks of their workforce in accordance with the Immigration, Asylum and Nationality Act 2006.

We will seek to work in partnership with all suppliers to tackle and combat the threat of human trafficking and modern-day slavery across our industry and throughout our supply chain, in accordance with the international environmental, social and ethical standards.

We will provide an option for anonymity, and encourage our employees', subcontractors, and suppliers to report any suspected legal or ethical breaches to the relevant government body.

We want to ensure that ethical business values are applied throughout the company and we believe our ethical values are the basis on which we can develop better solutions, projects, and customer outcomes, and therefore a competitive edge.

Ethical values are evident in every interaction we have with our employees, contractors, suppliers, customers, and members of the public. We expect our employees and subcontractors to always consider whether their actions are fair and ethical. Doing the right thing is embedded in our vision and values, processes and procedures and working environment. It translates into partner relationships, the way employees and subcontractors are treated and the process used for procuring goods and services.

We will continue to review this policy on an annual basis.

Signed:   
Mr. Bradley Rees, Managing Director

Date: 1<sup>st</sup> July 2020