



Anti-Slavery and Modern Slavery Policy

The Waste Company Limited understands that people lie at the heart of this legislation. We have a responsibility to respect the human rights of, and an opportunity to make a difference to, our employees, customers, the communities we operate in and the people who work throughout our supply chain.

Our business ethics places our core values of courage, passion, and collaboration at the centre of how we behave toward our clients and suppliers and to each other. Acting legally and ethically while following our policies are some of the ways in which we ensure that we always do our best for these separate parties.

The Waste Company does not tolerate slavery, human trafficking, bonded labour, forced labour, child labour or child exploitation.

In an area with relatively high employment and conducting work of a clerical and administrative nature, we believe the risk of modern slavery within our own business to be relatively low. We recognise, however, that through our supply chain we could be indirectly exposed to the risk of modern slavery and human trafficking.

As part of this process we have considered:

- Our recruitment processes
- Contractor vetting
- Supplier vetting

These processes are embedded in our certified Integrated Management System and include direct and indirect requirements for:

1. Suppliers

The Waste Company has circa 250 key active suppliers, the majority of which provide services from within the UK.

Where third parties are identified as being key suppliers to The Waste Company, a full assessment is carried out before the supplier is approved. This assessment covers a range of topics including regulatory & legal compliance, HR and integrity.

2. Recruitment and Employment

The Waste Company has comprehensive recruitment processes and procedures in place, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or forced labour. The majority of our staff have Terms and Conditions which are regularly reviewed in line with employment law and best practice.

3. Training and Ethical Standards

In addition to having suitable policies in place, The Waste Company understands that a key part of our commitment to the Act is to ensure all our employees understand and comply with high ethical standards and integrity. Staff are made aware of this policy and its importance to The Waste Company

4. Whistleblowing

The Waste Company has a whistleblowing policy which encourages all our employees to speak out if they have concerns about any activity, breach of law, breach of our business ethics, dangers to the public and any concealment of information. Our policy is designed to make it easy for all colleagues to speak up and report anonymously without any risk to their employment or suffering any form of retribution.

A handwritten signature in black ink, appearing to read "Richard Groome".

Richard Groome
Director

16/04/2024