

## **Modern Slavery Statement and Policy**

Bithells Waste Management Ltd. is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

We are an equal opportunities employer, committed to creating and ensuring a non-discriminatory and respectful working environment for all our staff. We do not enter into business with any organisation who knowingly supports or is found to be involved in slavery or forced labour.

We embed our principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking;
- continuing to take action to embed a zero-tolerance policy towards modern slavery;
- ensuring that staff involved in buying or procurement and recruitment receive training on modern slavery.

We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all recruits are legally entitled to work in the UK.

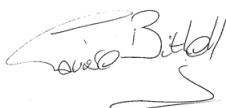
### **Supply Chain**

We will identify and address risk of modern slavery through our supply chain, by:

- Identifying processes or industries in our supply chain that are prone to exploitation of their workforce;
- Carry out due diligence in our supply chain to help combat modern slavery and human trafficking.

This Policy is reviewed annually and in line with any changes in legislation.

Signed:



Louise Bithell  
Managing Director