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MODERN SLAVERY, HUMAN TRAFFICKING & WHISTLE BLOWING POLICY –

Ethical Employment in Trash UK Ltd & their Supply Chain

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal gain.

Trash UK Ltd is committed to acting ethically and with integrity in all our business dealings and are signed up to Ethical Employment in Supply Chains – Code of Practice. Our Anti-Slavery & Ethical Employment Champion is Business Development Director, Ryan Price, contactable on 07791 088956, 01386 760002 or ryan.price@trashuk.com.

Trash UK has a zero-tolerance approach to modern slavery and human trafficking and will not support any dealings with any business knowingly involved in these practices.

Trash UK is committed to ensuring there is transparency within our business and expect the same high standards from our suppliers of goods and services.

The company Directors have overall responsibility for the implementation of this policy and for ensuring that Trash UK employees read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery & criminal activity in any part of our business, or supply chain, is the responsibility of all those working for Trash UK.

Reporting

Any concerns that an employee, or an external body, has about suspected slavery, criminal activity or human trafficking within Trash UK Ltd, or their supply chain, must be notified to a line manager or a company director at Trash UK Ltd as soon as possible.

This reporting can be done in a number of ways:

- Face-to-face with the Anti-slavery & Ethical Employment Champion or any of Trash UK Ltd management team
- By telephone on 01386 760002 to the main office
- By email to info@trashuk.com, the website contact form www.trashuk.com or ryan.price@trashuk.com
- By post to: Trash UK Ltd, Unit 2a, Crab Apple Way, Vale Park, Evesham, Worcestershire WR11 1GP
- Through social media private direct messaging

Supply chain

Trash UK will ensure they do not work in any illegal or unethical practice or put undue pressure on the supply chain that causes unethical treatment of their workers. Trash UK will also ensure that our suppliers are paid on time – within 30 days of receipt of a valid invoice.

Trash UK have the same expectations within their supply chain that they expect of themselves and **would expect our suppliers to sign up to Ethical Employment in Supply Chains - Code of Practice**

<https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKewiX9af9xvT7AhUKQEEAHZBpD7AQFnoECBkQAQ&url=https%3A%2F%2Fgov.w>

[ales%2Fsites%2Fdefault%2Ffiles%2Fpublications%2F2019-09%2Fcode-of-practice-ethical-employment-in-supply-chains.pdf&usg=AOvVaw2Fo3DJHq7qMvjYQZBQxpbl](https://www.trashuk.com/sites/default/files/publications/2019-09/code-of-practice-ethical-employment-in-supply-chains.pdf&usg=AOvVaw2Fo3DJHq7qMvjYQZBQxpbl)

The code of practice will entail Trash UK's supply chain companies being transparent about not using false self-employment & umbrella schemes, and zero hour contracts being used unfairly or as a means to:

- avoid payment of tax, national insurance or paying the relevant minimum wage
- disadvantage workers with regards to pay, employment rights, job security or career prospects
- avoid health and safety responsibilities

Workers' rights

Trash UK and their supply chain companies agree to:

- ensure their workers are free to join a trade union or collective agreement, trade union representatives can access such workers and the workers are able to undertake any trade union related activities or raise any concerns without risk of discrimination.
- not make use of black lists/prohibited lists
- Trash UK will ensure it does not contract with a supplier that has used a blacklist/prohibited list and failed to take steps to rectify such matters

No repercussions

Trash UK will ensure that no one suffers any detrimental treatment as a result of reporting in good faith their suspicion of modern slavery or human trafficking, that is or may be, taking place within Trash UK or in any of its supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If an employee believes detrimental treatment has taken place it should be raised through the Grievance Policy.

Action

Any employee breaching this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. Trash UK may terminate their relationship with other individuals and organisations working on our behalf if they breach this policy.

This policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with ISO 9001:2015 and ISO 14001:2015 certification.

This policy is to be disseminated to all staff at the point of employment and to be reviewed every 6 months.