



Although Roberts Environmental Ltd does not fall under the requirements of the Modern Slavery Act 2015 (Turnover less than £36 Million), as a company Roberts Environmental Ltd is committed to ensuring acts of modern-day slavery and human trafficking will never become an issue within Roberts Environmental Ltd and its Supply Chain, including Sub-Contractors, as well as maintaining the human rights of all those involved within the company and supply chain. Roberts Environmental Ltd will ensure that there is full transparency within Roberts Environmental Ltd and our suppliers of goods and services to the organisation.

As part of the Roberts Environmental Ltd due diligence processes into slavery, human rights and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier whenever the Supplier falls under the requirements of the Modern Slavery Act.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored. Roberts Environmental Ltd do not condone the discrimination of human rights the discrimination on the grounds of; age, gender, sexual orientation, ethnicity, or other status'. Roberts Environmental Ltd supports the 'UN Guiding Principles on Business and Human Rights' (Ruggie Principles).

Roberts Environmental Ltd will not be permitted to support or deal with any business knowingly involved in slavery or human trafficking. The Directors and Senior Management Team shall take responsibility for implementing this policy statement and its objectives and shall provide, when deemed necessary, adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A copy of this policy will be made available and briefed to all Employees with a copy of the Modern Slavery Act 2015 held on Dropbox and available to all Employees upon request.

This Policy takes into account and supports, the policies, procedures and requirements documented in our Integrated Management System, which is compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007.

Formal procedures concerning slavery and human trafficking will be established, when required including disciplinary procedures where the requirements of the Act have been identified as being breached.

Roberts Environmental Ltd will ensure that this policy is communicated to and understood by all of my Employees and where necessary our External Service Providers. It is included within the Management Review Process to ensure its continuing suitability and relevance to Roberts Environmental Ltd activities and status.

A handwritten signature in blue ink, appearing to read "Jeff Roberts", is placed over a rectangular area.

Jeff Roberts

Managing Director

Roberts Environmental Ltd