

Modern Slavery & Human Trafficking Statement - 2025

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1.0 Introduction

The Company and its subsidiaries are committed to driving out acts of modern day slavery from within its own business and that within its supply chains. The Company and its subsidiaries acknowledge their responsibility to the Modern Slavery Act 2015 and will ensure transparency within the Company and its subsidiaries and with suppliers of goods and services to the Company and its subsidiaries.

This statement sets out the Company and its subsidiaries' actions to understand all potential modern slavery risks related to their business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in their own business and its supply chains.

2.0 The Company structure and supply chains

The Company and its subsidiaries is led by a team of Directors, supported by senior and middle management, working across a variety of disciplines.

The Company and its subsidiaries are a Kent-based agricultural, plant hire, resource management and recycling specialist delivering a range of specialised resource management services to both private and public sector clients. The Company and its subsidiaries provide services for the recycling of plasterboard, cardboard, plastics, waste wood and the manufacture of refuse-derived fuel and sustainable peat-free compost as well as providing agricultural, plant hire and groundwork services.

Within its supply chain there are relationships with external businesses for the sourcing of waste products and the purchase of plant and equipment. These, as well as the

suppliers of services and equipment, make up the supply chains within The Company and its subsidiaries.

3.0 Policy on modern slavery

The Company and its subsidiaries are committed to maintaining the highest ethical standards and want to ensure that there is no modern slavery or human trafficking in any part of our business or supply chains. Therefore, we operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Modern Slavery and Human Trafficking Statement** which reflects our commitment to acting ethically and with integrity in all our business relationships and to enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.
- **Recruitment policy:** We operate a strong recruitment policy, including conducting right to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing policy:** We operate a whistleblowing policy that encourages employees to report any wrongdoing as soon as possible with the knowledge that their concerns will be taken seriously and confidentiality will be respected.
- **Code of conduct:** This code explains the manner in which we behave as an organisation and how we expect employees to act.

4.0 Due Diligence Process

The Company and its subsidiaries undertakes due diligence when considering taking on new suppliers and regularly reviews their existing suppliers. As part of its due diligence processes into slavery and human trafficking, the supplier approval process and subsequent audits will incorporate a review of the controls undertaken by the supplier. We have undertaken due diligence checks on suppliers in the form of ethical/compliance questionnaires and audits. These processes identify any potential risk areas in our supply chains and mitigate the risk of slavery and human trafficking.

5.0 Risk Assessment

We have in place a risk management process that identifies, assesses, monitors and reports on the Company and its subsidiaries' compliance risks.

6.0 Measuring Effectiveness

We will know the effectiveness of the steps that we are taking to ensure slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified.

7.0 Training for staff

The Company and its subsidiaries' Directors and senior management team have been assigned the responsibility for implementing this policy statement and its objectives, and will provide adequate resources, training, and investment to ensure that slavery and human trafficking is not taking place within the Company and its subsidiaries or within its supply chains.

Review

This policy will be updated on an annual basis.

Policy Number	HCH-HR-POL-15	Version	V03
Issue date	Sept 2025	Review date	Sept 2026
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