

# Modern Slavery & Human Trafficking Statement

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and relates to activities during the financial year 1st October 2017 to 30th September 2018. It sets out the actions Grundon has taken to identify all potential modern slavery risks and the provisions made to ensure there continues to be no slavery or human trafficking in the business and supply chains.

Grundon operates in the United Kingdom and provides a total waste management service for the reduction, reuse, recycling, recovery and disposal of waste, delivered via a combination of specialist services, contract management and the operation of our own facilities.

We are committed to delivering our services responsibly and sustainably, ensuring we meet the needs of our employees and customers while managing the social, environmental and economic impacts of our operations and services. We recognise that by working with our customers, employees and the communities in which we serve, we can make a greater contribution to a more sustainable society. We take active measures to promote ethical and lawful employment practices and, as such, we are committed to a work environment free from human trafficking and slavery. Slavery and forced labour is proscribed in our business and we will not consciously employ anyone or engage the services of a supplier who uses unlawful child labour and/or forced labour.

As a business we continue to review our supply chain obligations and remind our suppliers and contractors that failure to comply with the Modern Slavery Act 2015 will result in termination of our contract with immediate effect, without compensation.

We use agency labour procured through third-party providers. We have introduced appropriate steps to ensure third-party labour providers are assessed against their obligations in relation to the Modern Slavery Act 2015 and we request the provision of their anti-slavery and human trafficking statements, and/or examples of how they adhere to their obligations by completing a pre-approval compliance questionnaire.

Our suppliers and contractors are required to adhere to the highest standard of ethics and demonstrate they provide safe working conditions; treat workers with dignity and respect, and act ethically and within the law when using labour. Any contractor who acts in an unlawful manner will have their contract terminated immediately and will be removed from the Company's approved supplier system.

Our Contractors and Suppliers Compliance Questionnaire and associated documentation has been amended to reflect our obligations under the Modern Slavery Act 2015. Our Compliance and Human Resources teams periodically review our policies and procedures, assess risks, and ensure suppliers, contractors and third-party labour providers are routinely audited.

This statement is published on our Company website and will be reviewed annually to ensure on-going compliance with our obligations under the Modern Slavery Act 2015 and to identify any additional controls implemented in light of the review.

This statement has been reviewed and approved by the Board of Directors.



Clayton Sullivan-Webb  
Managing Director

2 January 2019

