

19th September 2017

Modern Slavery and Human Trafficking Statement

Introduction

Slavery, servitude, forced labour and human trafficking (Modern Slavery) is a growing issue. The sector in which the Yorwaste Group operate can be attractive to perpetrators of this type of crime, so the Company recognises the need to adopt a robust approach to slavery and human trafficking. Yorwaste Group have a zero-tolerance approach to Modern Slavery of any kind within our operations and supply chain. Staff are expected to report concerns, using the appropriate channels, and we are committed to act upon any such reports.

About the Yorwaste Group

Established in 1993, Yorwaste Group are wholly owned by North Yorkshire County Council and City of York Council. The Group is made up of Yorwaste Ltd., SJB Recycling Ltd. and Todd Waste Management Group.

SJB Recycling Ltd. is the sister Company to Yorwaste Ltd. Todd's Waste Management Group works as a subsidiary of Yorwaste Ltd.

Together the Group works across more than 40 sites throughout Yorkshire, providing waste collection, recycling, waste transfer and green waste compositing services. Our headquarters are based in Northallerton, North Yorkshire, and we employ over 300 people across the Group.

Yorwaste Group has an annual turnover of around £48m.

We have relationships with external businesses to source labour and materials / waste for our business.

Policies

As part of our commitment to preventing modern slavery in our business and supply chain, we have developed and implemented an Anti-Slavery Policy, which reflects our promise to work ethically and with integrity within our business relationships. The Policy sets out:

- Our commitment to ensuring that modern slavery does not take place within our organisation or in our supply chain;
- The procedures we follow in recruitment and other practices to ensure our adherence to this commitment;
- The responsibilities of the directors, managers and all employees of the group and its subsidiaries to follow the procedures and maintain vigilance.

We make sure that our suppliers are aware of our policy and adhere to the same standards.

Due Diligence

As part of the Group's efforts to monitor and mitigate the risk of slavery and human trafficking occurring within our business and supply chains, we will adopt due diligence procedures which are designed to:

- Establish, assess and monitor areas of potential risk in our business and supply chains;
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- Provide adequate protection for whistleblowers.

Risk

Employment of staff

We ensure all staff are legally able to work in the UK and provide written terms of employment and information on statutory rights such as sick pay, holiday pay and any other benefits.

The Group's Company Handbook requires all employees to adhere to the employment policies of the Company and a Whistleblowing Policy is in place for members of staff to raise any concerns.

Agency staff are only recruited through established and reputable sources that can provide assurance that they fully comply with the requirements of the legislation relating to the rights and welfare of their workers.

Supply Chain

In order to mitigate risk, the Group will review Procurement policy, strategies and procedures. As part of the supplier selection process, suppliers will be asked to confirm their compliance with the Modern Slavery Act 2015.

Training and Awareness

The Group are reviewing current training programmes and are exploring options to integrate, or put into place, a program to promote awareness of modern slavery. This will include educating all staff in what modern slavery and human trafficking is and how to recognise the risks of it in the workplace.

We encourage all staff to report any potential breaches of our anti-slavery policy.

This statement has been approved by the Executive Management Team of the Yorwaste Group, who will review and update it annually.

Legislation

This statement is made to satisfy the requirements of section 54 (1) of the Modern Slavery Act 2015 and constitutes Yorwaste Group's slavery and human trafficking statement for the financial year ending 31st March 2017. This statement outlines the steps Yorwaste Group have taken to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.