

# Modern Slavery Policy

## 1. Introduction

Fresh Start Waste Services Limited (Fresh Start) is committed to upholding the highest ethical standards in all aspects of our operations. We are dedicated to preventing modern slavery and human trafficking in our business and supply chains. This Modern Slavery Policy outlines our commitment to combatting modern slavery, our responsibilities, and the steps we take to ensure compliance with the Modern Slavery Act 2015.

## 2. Policy Statement

Fresh Start Waste Services Limited will not directly or knowingly through our supply chain engage in any activity that may be interpreted or considered to be modern slavery. We are committed to upholding the following standards:

### 2.1. Modern Slavery Standards

Modern slavery encompasses a wide range of exploitative activities. The UK Legislation passed in 2015 mandates that companies with a turnover exceeding £36 million must take reasonable steps to investigate and address modern slavery within their supply chains. This legislation has a cascading effect, requiring compliance throughout our supply chain.

In particular, Fresh Start (and our suppliers) must demonstrate that we do not:

- Employ or engage any person in slavery or servitude.
- Engage a worker in forced or compulsory labor.
- Arrange or facilitate travel for the purposes of exploitation.
- Engage in force, threats, or deception.
- Aid, abet, counsel, or procure an offense under the Modern Slavery Act.

## 3. Our Commitment

### 3.1. As an Employer

Fresh Start Waste Services Limited will not engage in modern slavery under any circumstances. We are committed to maintaining a workplace that respects the rights and dignity of all employees, ensuring fair wages, and providing safe working conditions.

### 3.2. Within the Supply Chain

As an employer within the supply chain of companies with a turnover in excess of £36 million, Fresh Start will take all reasonable steps to prevent modern slavery. We will act immediately if we become aware of instances of modern slavery occurring within our supply chain.



## 4. Reporting Modern Slavery Concerns

### 4.1. Whistleblowing Policy

Fresh Start Waste Services Limited maintains a Whistleblowing Policy to enable our employees, suppliers, and other stakeholders to report any concerns related to modern slavery or any other wrongdoing. This policy allows for confidential reporting and protection against retaliation.

### 4.2. Reporting Concerns

If you suspect or become aware of any modern slavery or related concerns within Fresh Start or its supply chain, please report it immediately using our confidential whistleblowing channels, as outlined in our Whistleblowing Policy.

## 5. Training and Awareness

Fresh Start is committed to raising awareness and providing training to our employees and suppliers to ensure a clear understanding of modern slavery risks, identification, and reporting procedures.

## 6. Review and Compliance

This Modern Slavery Policy will be reviewed regularly and updated as necessary to ensure its continued effectiveness. Compliance with this policy is mandatory for all employees and suppliers, and violations will be dealt with seriously, including potential termination of contracts or employment.

## 7. Conclusion

Fresh Start Waste Services Limited is dedicated to eradicating modern slavery and human trafficking from our operations and supply chain. We remain committed to upholding the highest ethical standards and working collaboratively with our employees, suppliers, and stakeholders to achieve this goal.

Chief Executive Officer

20/02/2024

Date