

Modern Slavery Policy Statement

1st Waste Management Consultants Ltd falls below the threshold for compliance Modern Slavery Act 2015, however the company is committed to implementing and enforcing effective procedures to ensure compliance. It is the Company's policy to conduct all aspects of its business in an honest and ethical manner at all times.

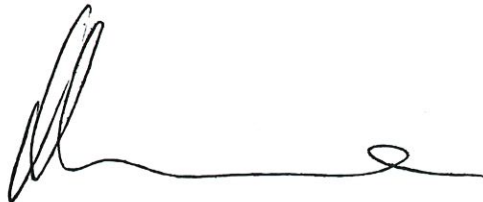
This policy applies to all staff employed by the Company as well as any contractors, consultants or other persons acting under or on behalf of the Company.

Staff details are checked where appropriate including, passports, driver's licences, birth certificates are checked when new staff join the company. When required, UK recruitment agencies are used, the company does not use agency staff.

The company takes the following steps when required:

- Ensure all UK workers receive the living wage and immigration checks are in place.
- Review supply chains where appropriate to understand where there is highest risk and exposure to modern slavery.
- Provide information to employees on modern slavery risks and compliance.
- Employees are encouraged to report any risks relating to human trafficking and slavery, to the independent company accountant.
- Review supplier contracts when required and include obligations to comply with the UK Modern Slavery Act.

Signed:

A handwritten signature in black ink, consisting of a large, stylized initial 'R' followed by a long horizontal line that ends in a small loop.

Name: Richard Groome
Position: Operations Director
Date: 06/02/2020