



MODERN DAY SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

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Trade Effluent Services Ltd (TES) recognises that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

We are committed to ensuring that there is no known modern day slavery or human trafficking in our supply chains or parts of our business. Our Anti-slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place

This Policy takes into account, and supports, the policies, procedures and requirements in our Integrated Management System. The implementation and operation of this management system underlines our commitment to this policy statement.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (But not limited to):-

- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work
- We encourage the reporting of concerns and the protection of whistle blowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement.

For transparency the company will publish the Modern Day Slavery & Trafficking Act 2015 Policy Statement on its website for the public, consumers, or employees, to view.

Signed

Richard Piggott – Managing Director

This policy statement applies to all employees and other personnel engaged in TES operations: