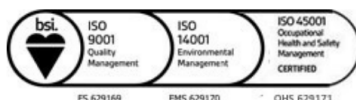


ALBION ENVIRONMENTAL LIMITED

MODERN SLAVERY POLICY

Revision History			
Revision:	Date:	Author:	Change Description:
Draft	22.02.2018	Alasdair Meldrum	
1.0	23.02.2018	Alasdair Meldrum	Reference made in preferred supplier list
1.0	23.02.2019	Alasdair Meldrum	
2.0	15.10.2020	Alasdair Meldrum	Date change
3.0	15.03.2022	Alasdair Meldrum	Address footer update
4.0	12.05.2023	Alasdair Meldrum	No change



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Albion Environmental Ltd – Modern Slavery Policy

1. Introduction

This policy is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Albion Environmental Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our organisation.

2. Overview

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Albion Environmental has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business.

Albion Environmental Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier.

3. Aim and Scope of this policy

Albion Environmental Ltd is below the threshold required to have a formal policy however we have put a policy in place on a voluntary basis as recommended by the guidance. We expect all suppliers to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage
4. We may terminate the contract at any time should any instances of modern slavery come to light

4. Training

We conduct training for our supervisors so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

5. Albion Sustainability

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports have been received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.