

# 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	
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4.0	28.04.2026	Alasdair Meldrum	Annual review completed. Minor updates to wording and structure.



### Albion Environmental Limited

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# Albion Environmental Ltd – Modern Slavery Policy

## 1. Introduction

This policy is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Albion Environmental Ltd has taken, and continues to take, to ensure that modern slavery and human trafficking are not taking place within our business or supply chains.

Albion Environmental Ltd is committed to preventing acts of modern slavery and human trafficking in all areas of its operations and to acting ethically and with integrity in all business relationships.

## 2. Overview

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking.

Albion Environmental Ltd operates a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity, and with transparency in all business dealings, and to implementing and enforcing effective systems and controls to mitigate the risk of modern slavery within our organisation and supply chains.

The Company operates a supplier approval process and maintains a preferred supplier list. Appropriate due diligence is undertaken on all suppliers prior to approval to assess and manage modern slavery risks.

## 3. Aim and Scope of this policy

Although Albion Environmental Ltd is currently below the reporting threshold defined by the Modern Slavery Act 2015, this policy has been implemented on a voluntary basis in line with best practice guidance.

This policy applies to all employees, contractors, suppliers, and business partners of Albion Environmental Ltd.

We expect all suppliers to operate in a manner that is consistent with this policy and to confirm that no part of their operations involves modern slavery or human trafficking.

As part of our supplier engagement and contractual arrangements, suppliers are required to confirm that:

1. They have taken appropriate steps to prevent modern slavery within their organisation
2. They apply similar standards to their own supply chains
3. They comply with all applicable legislation, including payment of at least the National Minimum Wage
4. Albion Environmental Ltd reserves the right to terminate business relationships with immediate effect if any instances of modern slavery are identified

## 4. Training

Albion Environmental Ltd provides appropriate training and awareness to relevant employees to ensure they understand:

- The risks associated with modern slavery
- The indicators and warning signs of modern slavery
- The appropriate actions to take if concerns are identified

## 5. Monitoring and Effectiveness

Albion Environmental Ltd will monitor the effectiveness of the measures implemented to prevent modern slavery within its business and supply chains.

## **Albion Environmental Ltd – Modern Slavery Policy**

The effectiveness of this policy will be assessed through:

- No confirmed cases of modern slavery have been identified within the organisation or its suppliers
- Ongoing supplier due diligence and review processes
- Feedback from employees, suppliers, and external stakeholders

Any concerns raised will be investigated promptly and appropriate corrective actions will be taken.