

## Introduction

Cleansing Service Group (CSG) recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is absolutely committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Cleansing Service Group recognise that modern slavery and human trafficking may take various forms including forced labour, servitude, holding a person in compulsory labour and facilitating a individuals travel in order to exploit them soon after. CSG recognise these activities are a crime and a violation of individuals human rights.

The structure of our Organisation:

- Cleansing Service Group Ltd is a privately owned Company with sites and business activities throughout the UK.
- Our business is organised into two specific business areas these are Waste Treatment and Recovery and Transport Operations.
- The Group employs approx. 525 people and has an annual sales turnover of £74m.

## Scope

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery 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 anywhere in our supply chains. We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

We have zero tolerance to modern slavery and human trafficking. We expect all those in our supply chain and any contractors to adhere to these values. The business divisions of Treatment and Recovery and Transport Operations are responsible for the compliance of these values in their respective departments.

CSG will ensure that all relevant employee receive awareness raising sessions and training around modern slavery and human trafficking, this will include:

- Training around the implementation and continued adherence to this policy;
- Understanding the Modern Slavery Act 2015;
- Understanding what modern slavery and human trafficking may look like within our industry and supply chain;
- How to assess the risk of modern slavery and human trafficking with current suppliers and new suppliers;
- What initial steps should be taken if modern slavery or human trafficking are suspected and how to escalate concerns.

## Our Supply Chains

Our supply chains includes the procurement of all goods and services to support the needs of the business. The main areas of procurement are:

- Group Operations
- Finance
- Sales and Marketing
- IT
- HR
- H&S
- Compliance

## Due diligence

CSG undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- Reviewing the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- Evaluating the modern slavery and human trafficking risks of each new supplier;
- The use of our internal HR systems to ensure no modern slavery and/or human trafficking exists with the Group.
- Transparency of our modern slavery and human trafficking policy and preventive action at all external audits.

## Breaches of this policy

Any employee which is found guilty of a breach of this policy will be subject to the Group's disciplinary procedure and may be liable to receive a disciplinary sanction, including dismissal.

If a supplier within our supply chain is found to be in breach of modern slavery and/or human trafficking regulations then we may, at our sole discretion terminate any contracts with the supplier.

## Related Law

Modern Slavery Act 2015

**The Group consists of Cleansing Service Group Ltd. and its Subsidiary Companies.**

*The controlled version of this document is available only on Sharepoint*

SECTION: POLICIES

OWNER: HR DIRECTOR

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