

5th December 2019

Modern Slavery and Human Trafficking Statement

Introduction

Slavery, servitude, forced labour and human trafficking (Modern Slavery) is a growing issue. The sector in which Yorwaste Ltd. operate can be attractive to perpetrators of this type of crime, so the Company recognises the need to adopt a robust approach to slavery and human trafficking. Yorwaste Ltd' have a zero-tolerance approach to Modern Slavery of any kind within our operations and supply chain. Staff are expected to report concerns, using the appropriate channels, and we are committed to act upon any such reports.

About Yorwaste Ltd.

Established in 1993, Yorwaste Ltd. is wholly owned by North Yorkshire County Council and City of York Council.

Yorwaste Ltd. works across more than 30 sites throughout Yorkshire, providing waste collection, recycling, waste transfer and green waste composting services. Our headquarters are based in Northallerton, North Yorkshire, and we employ 280 people.

Yorwaste Ltd. has an annual turnover of around £38m.

We have relationships with external businesses to source labour and materials / waste for our business.

Policies

As part of our commitment to preventing modern slavery in our business and supply chain, we have developed and implemented an Anti-Slavery Policy, which reflects our promise to work ethically and with integrity within our business relationships. The Policy sets out:

- Our commitment to ensuring that modern slavery does not take place within our organisation or in our supply chain;
- The procedures we follow in recruitment and other practices to ensure our adherence to this commitment;
- The responsibilities of the directors, managers and all employees of the Company and its subsidiaries to follow the procedures and maintain vigilance.

We make sure that our suppliers are aware of our policy and adhere to the same standards.

Due Diligence

As part of Yorwaste's efforts to monitor and mitigate the risk of slavery and human trafficking occurring within our business and supply chains, we will adopt due diligence procedures which are designed to:

- Establish, assess and monitor areas of potential risk in our business and supply chains;
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- Provide adequate protection for whistleblowers.

Risk

Employment of staff

We ensure all staff are legally able to work in the UK and provide written terms of employment and information on statutory rights such as sick pay, holiday pay and any other benefits.

The Company requires all employees to adhere to the employment policies of the Company and a Whistleblowing Policy is in place for members of staff to raise any concerns.

Agency staff are only recruited through established and reputable sources that can provide assurance that they fully comply with the requirements of the legislation relating to the rights and welfare of their workers.

Supply Chain

In order to mitigate risk, the Company will review Procurement policy, strategies and procedures. As part of the supplier selection process, suppliers will be asked to confirm their compliance with the Modern Slavery Act 2015 and also what they are doing to raise awareness within their organisation to help eradicate the problem.

Training and Awareness

The Company are in the process of developing a training package to be delivered across the company to promote the awareness of modern slavery and what should be done if suspected someone is victim to it. This will include educating all staff in what modern slavery and human trafficking is and how to recognise the risks of it in the workplace.

We encourage all staff to report any potential breaches of our anti-slavery policy.

This statement has been approved by the Executive Management Team of Yorwaste Ltd., who will review and update it annually.

Legislation

This statement is made to satisfy the requirements of section 54 (1) of the Modern Slavery Act 2015 and constitutes Yorwaste's slavery and human trafficking statement for the financial year ending 31st March 2019. This statement outlines the steps Yorwaste Ltd. have taken to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement has been approved by the board of Yorwaste Ltd., who will review and update it annually.

A handwritten signature in black ink, appearing to read "a Boyle".

Alexander Boyle
Managing Director, Yorwaste Ltd.
Date: 5th December 2019