









MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

EMR is a global leader in sustainable materials with physical operations in the UK, USA, Germany and the Netherlands. Our purpose is to create a future where less of the materials we use need to be extracted from the planet.

Each year EMR recycles over **10 million tonnes of material** in its mission to extend the life cycle of materials. This saves 12 million tonnes of Co₂ compared to virgin materials, which is equivalent to **3,776,224 acres of amazon rainforest.**



OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

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 Code of Conduct reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls. We continue to improve our practices and have implemented training and procedures to combat modern slavery and human trafficking.

We have systems in place to:

- identify and assess potential risk areas in our supply chains;
- mitigate the risk of slavery and human trafficking occurring in our supply chains;
- $\boldsymbol{\cdot}$ monitor potential risk areas in our supply chains.

Our Code of Conduct requires all employees to:

- always follow company procedures when working with external parties;
- only work with companies on our approved customer and supplier lists;
- $\boldsymbol{\cdot}$ speak up immediately about any issues or concerns.





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MANAGEMENT OF KEY RISKS

We have zero tolerance to slavery and human trafficking and expect all of our suppliers to adopt the same approach. Following a review of the areas of the business at risk in relation to modern slavery and human trafficking, we concluded that these fall broadly into the following categories:

- employment of temporary staff recruited through agencies;
- suppliers of logistics and transport services to the business;
- suppliers of other services, equipment and consumables to the business;
- · our supply customer base;
- · our sales customer base.

We manage these risks using the following measures:

- Before entering into a business relationship with new counterparties we undertake a legal and regulatory compliance check of the counterparty using a recognised external screening service.
- Before entering into a business relationship, new suppliers of services, equipment and consumables are screened on a risk-assessed basis for compliance on modern slavery and human trafficking issues.
- We operate a preferred suppliers list of employment agencies able to provide us with agency staff. This is a managed service provided by a national agency with robust processes in place to manage suppliers at risk of modern slavery and human trafficking.
- Our management training on modern slavery and human trafficking is provided by Thomson Reuters.
 This training programme is undertaken by anyone within EMR who visits customer or supplier sites and anyone who enters into business relationships with counterparties.

- We continue to raise awareness amongst EMR colleagues and other people with cause to visit our sites (service providers, drivers and supply customers) highlighting the risk of modern slavery and human trafficking and encouraging them to speak up and report any concerns. Our speak up service is operated by NAVEX, an independent specialist third party provider.
- We are introducing an approved contractor scheme as part of our preferred supplier programme. This will apply to suppliers of regular or significant services, and they will not be able to work on an EMR site unless they have a valid card, demonstrating up to date compliance with required standards and training inclusive of modern slavery.

There have been no reported incidents of modern slavery within EMR or our supply chain during the period to which this statement relates.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes EMR's modern slavery and human trafficking statement.

This policy will be displayed in every depot, communicated to everyone working for or on behalf of EMR and displayed on our website.

This statement is signed by the Group Chief Executive Officer on behalf of the Board and the Executive management Team to demonstrate the commitment of the Company and to this goal.



Christopher SheppardGroup Chief Executive Officer



For further information please contact ukinfo@emrgroup.com