

MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

“ **EMR will work in a way that ensures modern slavery and human trafficking does not exist** ”

EMR aims to be a global leader in the provision of sustainable materials. In pursuit of this ambition we work hard to service our customers with dependable, real-world recycling solutions.

The EMR Way is about ‘caring’ about what we do and getting the job ‘done’ for our customers and suppliers. One aspect of caring about our people, our customers and our communities is being committed to implementing systems to combat modern slavery and human trafficking.

Our policies on slavery and human trafficking

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our business or our supply chains (customers and suppliers).

Managing Risk

As part of our initiative to identify and mitigate risk we have in place systems to:

- **Identify, assess and monitor** potential risk areas in our supply chains
- **Mitigate the risk of slavery and human trafficking** occurring in our supply chains.

Strong Preventative Measures

We have established strong preventative systems and procedures in our supply chains:

- **Our due diligence procedures before entering relationships with counterparties to include,** using sophisticated third-party software, screening of legal and regulatory compliance and any known reputational issues
- **Suppliers of labour, equipment and consumables** are specifically risk profiled and electively screened for compliance specifically on modern slavery and human trafficking.

Further Steps

Following a review of the effectiveness of the steps taken last year to ensure that there is no slavery or human trafficking in our supply chains we intend to take further steps to combat slavery and human trafficking, including the following:

- **We will complete specific due diligence of our suppliers** of temporary and agency staff to assess what steps they have taken to ensure that no staff member supplied to us has been the victim of modern slavery or human trafficking
- **We will undertake training and awareness** of staff at our sites to encourage the reporting of anything suspicious.

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.



Chris Sheppard
Group CEO

July 2019



Anton van Genuchten
MD, Continental Europe

July 2019