



Anti Slavery and Human Trafficking Policy

GSH Waste Recycling have a zero-tolerance approach to slavery and human trafficking. We are committed to ensuring that there is no modern slavery or human trafficking in their supply chains or in any part of our business.

GSH Waste Recycling's company anti-slavery policy reflects our promise to act ethically and with integrity in all our business relationships. We implement and enforce effective systems and controls to ensure slavery and human trafficking are not occurring anywhere in our supply chains. Our supply chains and supplier adherence to our values with all suppliers have been established over some years and are built upon mutually beneficial factors. We have close and personal links and contact with the owners or directors where possible, reflecting the fact that we partner with all business size operations in the main.

When we appoint new contractors or suppliers, we pre-qualify them through a due diligence process. We look at company performance and get a minimum of two references from other customers to establish that they are suitable. To date, we haven't been made aware of any human trafficking or slavery activities within the supply chain. However, if any were highlighted to us, we would act immediately in accordance with our legal and moral obligations.

Due diligence process

GSH Waste Recycling and sister company Grundy and Co Excavations have systems in place to:

- Identify and assess potential risk areas when considering new suppliers.
- Regularly review their existing supply chains.
- Mitigate the risk of slavery and human trafficking occurring in their supply chains.
- Monitor potential risk areas in their supply chains.
- Protect whistle-blowers

Signed

A handwritten signature in black ink, appearing to read 'S Grundy', written over a light grey circular stamp.

Date 06.01.2023

Stephen Grundy
Managing Director
GSH Waste Recycling Ltd