

Modern Slavery Statement 2019/2020

Ecosurety's approach to modern slavery

Ecosurety has a zero-tolerance approach to any form of modern slavery.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery and human trafficking taking place within our business or our supply chain.

Introduction

This statement sets out the steps Ecosurety has taken and is taking to ensure that modern slavery and human trafficking are not taking place in its business or its supply chain and has been published in accordance with the Modern Slavery Act 2015 Section 54.

This is our first Modern Slavery Statement and thus represents a starting point for us in identifying and improving our policies and processes to prevent, mitigate and manage the risks of modern slavery in our operations and supply chain.

Due to the nature of our organisation and the nature of our business we deem ourselves to have a low risk of modern slavery.

Ecosurety structure

Ecosurety was established in 2003 and has grown to become the 2nd largest compliance scheme in the UK, employing 40 people. Our Goal is 'Change for Good'. Our aim to create change in the compliance market, turning a 'tax' into an opportunity with a focus on sustainable, quality recycling.

Our focus:



As a B Corp™ certified business, Ecosurety meets the highest verified standards of social and environmental performance, transparency and accountability - placing people and planet at the same level as profit.

Ecosurety have also been awarded Living Wage Certification in recognition of our commitment to voluntarily take a stand to ensure that our employees, suppliers, and contractors can earn a realistic wage that exceeds the legal minimum.

Ecosurety policies

Ecosurety strives to create high performing teams, within an engaging environment where employees can develop their full potential, free from discrimination or harassment, and in which all decisions are based on merit.

Ecosurety has policies in place setting out values and principles for all employees to adhere to including, but not restricted to:

- Recruitment and Selection
- Equality and Diversity
- Anti-Bribery
- Bullying and Harassment
- Health & Safety
- Environment
- Whistleblowing

Ecosurety employees and external stakeholders are encouraged to report any concerns related to its direct activities or its supply chains.

Ecosurety supply chain

Ecosurety's supply chain includes a wide range of organisations that support our office environment and operations and compliance activities. The majority of our direct suppliers are based in the UK.

Due diligence processes

Ecosurety have supplier approval and supplier review processes in place, including checks on adherence to Modern Slavery Act when auditing our strategic suppliers. We are currently updating our Supplier Code of Conduct which will be sent to all suppliers informing them of our latest stance and requesting their acknowledgement and agreement.

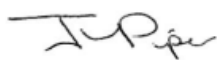
Risk assessment and management

Ecosurety has an extensive risk review process in place. We are aware that there are global and UK hotspots for Modern Slavery, and this is considered during the risk assessment process.

Training

Ecosurety recognises that it is our responsibility to ensure that our employees are aware of the reality of modern slavery around the world. We provide briefings to all employees within our induction process, and during staff updates throughout the year.

Signed and approved on behalf of the board



James Piper, Chief Executive Officer

Date: 18 November 2020