

Modern Slavery Statement 2020/2021

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 is the second annual statement on slavery and human trafficking and details the steps taken by Ecosurety to prevent modern slavery in its business for the financial year ending 31st December 2020 and has been published in accordance with the Modern Slavery Act 2015 Section 54.

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

We do however acknowledge that we are indirectly involved in the waste collection and recycling sector. This sector has a high potential risk, in relation to UK modern slavery. Thus, we have a strong focus on this risk within our training, risk management, supplier approval and audit processes.

Ecosurety structure

Ecosurety was established in 2003 and has grown to become the 2nd largest compliance scheme in the UK, employing 42 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. Our policies are available on request, simply [contact us](#) for more information

Ecosurety supply chain

Ecosurety are committed to collaboration across our industry and actively encourage transparency, something which we believe to be the greatest enabler of progress.

Our 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, although international downstream vendors are utilised for some recyclable materials.

In 2020 Ecosurety achieved 53% of evidence sourced from the UK compared to the national position of 56%. Our focus for 2021 is to ensure we achieve or exceed the UK national position for 2021.

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.

Ecosurety has a Supplier Code of Conduct in place which all suppliers are expected to adhere to, or to take steps to become compliant.

Risk assessment and management

Ecosurety has an extensive risk review process in place. Where there is high potential risk, this is addressed within monthly board meetings. There were no high risk suppliers identified during 2020 reviews.

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. Annual training via our online platform is mandatory for all procurement team members.

2020 Performance

Action	Update
Provision of training	50% procurement team members attended external Modern Slavery Act training
Supplier awareness	20% of our strategic evidence suppliers contacted have provided modern slavery statements and confirmed standards and policies are in place
Supplier processes	Supplier approval and audit processes updated to include modern slavery requirements

Going forward: 2021 Actions

Objective	Action	2021 Update
Provision of training	All procurement team members to complete annual online Modern Slavery training	100% of procurement team members have completed the 2021 online Modern Slavery training
	All new employees will receive Modern Slavery training within their induction training plans	100% Modern Slavery training to new full-time employees during onboarding
	All employees to receive periodic Modern Slavery training	75% of all employees attended Modern Slavery training in Q1. Further training scheduled for Q3.
Supplier awareness	Signed Code of conduct to be received from all suppliers	Supplier code of conduct sent to all suppliers of products and services end April 2021. 37% return rate at end May 2021
Supplier processes	All suppliers to provide Modern Slavery Statement and / or confirm processes they have in place to reduce modern slavery in their supply chain Target to have documented risk profile for all suppliers in 2021	We have documented our highest risk suppliers. Evidence of Modern Slavery Statements confirmed for 40% of these suppliers to date. (End May 2021)

<p>Increase procurement transparency</p>	<p>Support new UK reproprocessors Sign agreement with strategic suppliers of large UK PRNs</p>	<p>Launch of the Flexible Plastics Fund in May 2021 – a joint collaboration with five of the UK’s largest branded manufacturers, Ecosurety and environmental charity Hubbub. This will motivate investment in much needed jobs and infrastructure to make flexible plastic recycling a financially sustainable system in the UK. https://www.ecosurety.com/news/ecosurety-boosts-flexible-plastic-recycling-in-uk-with-fmcg-and-retail-leaders/</p> <p>Ecosurety assist with new advanced plastic recycling plant in Wilton, Teesside, designed to create raw ingredients for infinitely recyclable new products from waste plastic. https://www.ecosurety.com/news/ecosurety-assist-development-of-new-advanced-plastic-recycling-plant/</p>
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Signed and approved on behalf of the board



Will Ghali, Chief Executive Officer

Date: 18 June 2021