



K P Waste Limited
P O Box 309
Harpenden
Hertfordshire
AL5 1GZ
Tel No. 01727 822111
Fax No. 01727 822101

The Modern Slavery Act 2015

Slavery & Human Trafficking Policy

Introduction

This Policy Statement is made in accordance with section 54 (1) of the Modern Slavery Act 2015 and constitutes as KP Waste Ltd Slavery and Human Trafficking Policy / Statement.

Organisation's Structure and Business

KP Waste Ltd is a large Waste Collection Company in the South of England, established in 1997. We supply an extensive range of services across the United Kingdom.

Policy Statement – Our Ethos on Slavery and Human Trafficking

KP Waste Ltd have a zero-tolerance approach to Modern Slavery and Human Trafficking. The company is committed to acting ethically and with integrity in all our working practices, business dealing and relationships and to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to talking Modern Slavery throughout our supply chains, consistent with our disclosure under the Modern Slavery Act 2015. We expect the same high standards from all our suppliers.

This Policy applies to all persons working for us or on behalf in any capacity, including employees at all levels. It does not form part of any employee's contract and we can amend it at any time.

Our Supply Chains

All Directors, Heads of Departments and all other staff responsible for procuring these services are dedicated to ensuring that said suppliers always adhere to our ethos and support our compliance to the Modern Slavery Act 2015.

All staff involved in the procurement of our suppliers must establish that they are dealing with trusted supply chains and to discuss any potential risks with regards to new supply chains. All supply chains have been provided with a copy of this Policy and are required to confirm their compliance with our Policy Statement.

Due Diligence

We have in place a policy to protect whistle blowers who highlight to us any risk of slavery or human trafficking within our business. As part of KP Waste Ltd's due diligence process, we continually monitor systems to ensure that the company does not support or deal with any business or individual knowingly involved in Slavery and Human Trafficking.

Recruitment

The company has stringent HR policies and recruitment practices in place to ensure compliance with The Modern Slavery Act 2015. Audit practices are in place to ensure all employees have the right to work in the UK and all other relevant employment legislation. Training for all employees who are involved in recruitment and the procurement of suppliers, ensures that Slavery and Human Trafficking are not taking place within the company and its supply chain.

Communication and Awareness

The Modern Slavery Act 2015 is unlikely to be relevant to the majority of our staff as they are not involved in the procurement of services however this Policy is available to access on our website for all staff to view. Our zero-tolerance approach to modern slavery must be communicated to call suppliers at the outset of our business relationship with them and reinforced as appropriate thereafter.