

Modern Slavery Statement

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This is made in accordance with the Modern Slavery Act 2015 and constitutes Bywaters (Leyton) Limited's slavery and human trafficking statement for the financial year ending 31st March 2020.

This statement sets out the steps taken by Bywaters to identify, address and prevent modern slavery and human trafficking within our business and supply chain.

Bywaters structure, business and supply chains

Bywaters is London's leading recycling and waste management organisation serving London and the South East since 1952. We provide a comprehensive range of tailor-made recycling and waste management services offering all types of businesses the option of a 'zero direct to landfill' solution. We directly employ approximately 300 people, all of whom are based in the United Kingdom. Whilst our staff are not in any category that is perceived to be susceptible to modern slavery in this country, Bywaters ensure robust policies and procedures are in place for our contractors and suppliers.

Bywaters' commitment to respect employees in the workplace includes its full support to the Modern Slavery Act 2015, and efforts to promote ethical principles and practices related to the prevention, exploitation and abuse associated with modern slavery and human trafficking.

Bywaters expects the commitment to these principles from its supply chain, and will not support or do business with suppliers knowingly involved in slavery or human trafficking.

Bywaters policies and procedures

Bywaters' values are cemented in the principle that everyone should be treated with dignity and respect. This includes the provision of decent working and employment conditions, combined with a salary which should not be below the national minimum or living wage. We have developed an induction process that is compliant to the Home Office' Right to Work guidelines, which delivers a fair recruitment process for all prospective employees, including temporary and permanent. All of our employees have a personal responsibility for maintaining a respectful work atmosphere, free of abusive or unprofessional conduct.

We have a number of policies and procedure which aim to minimise the risk of modern slavery, which are reviewed annually. These include:

- **Whistleblowing:** All our staff have access to our whistleblowing policy.
- **Equal opportunities:** Ensures all our staff are treated fairly regardless of race, religion or belief, gender, age marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.
- **Health and Safety in the workplace** – Promotes a safe and healthy working environment.



