

Restore Environmental **Modern Slavery Policy**



This document outlines what Restore Environmental is doing to ensure that modern slavery has no place within our organisation or supply chain. It highlights what we have done and how we ensure that we operate in a responsible way.

Modern slavery is the illegal exploitation of people for commercial or personal gain. Victims are controlled by force, threat, coercion or deception, and this can take various forms including:

- Trafficking of people – The recruitment, transport or harbouring of people for exploitation
- Forced labour – People being forced to work against their will, under the threat of punishment (i.e. violence, restriction of movement or confinement to the workplace, debt bondage, withholding or excessive wage deductions, retention of identification documents, threat of denunciation to the authorities)
- Sexual exploitation – Including sexual abuse and forced prostitution
- Criminal exploitation – Exploitation of people to commit crime
- Domestic servitude – being forced to perform domestic chores and childcare duties predominantly in private households

We are committed to doing all we can to prevent all forms of modern slavery in any part of our organisation or supply chains. We expect all our staff, suppliers, customers and partners to do the same.

Everybody has a responsibility to speak out if they have any concerns relating to acts of modern slavery or human rights violations. This includes raising concerns about those who we do business with or those who are acting on our behalf.

This policy applies to all members of staff. This policy may be shared with suppliers, customers and third party partners to demonstrate and share best practice.

As an organisation we will share our expectation of responsibility for preventing modern slavery with our staff, third party partners and suppliers, demonstrating our clear commitment to victims by leading by example to all our stakeholders and wider society, so they may be empowered to stand up against, and report modern slavery wherever it is suspected.

We will ensure that all our staff are aware of our commitment to the stopping of modern slavery in all its forms, and encourage them to help us on this journey by being familiar with this policy.

We expect that our suppliers, partners and customers will provide their own policy regarding modern slavery to demonstrate their commitment to reducing human suffering and criminality.

Restore Environmental will comply with all applicable legislation, including the Modern Slavery Act 2015 and the Human Rights Act 1998.

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We will produce an annual statement on anti-slavery and human trafficking inline with the Modern Slavery Act 2015.

We respect the human rights of all staff and will provide a safe working environment and fair terms of employment.

We are committed to act responsibly to prevent all forms of modern slavery within the organisation, our supply chain or third party partners. We will act ethically and with integrity at all times implementing effective systems of control.

We expect the same high standards from all of our suppliers and third party partners. We expect them to comply with all applicable laws and regulations, have a modern slavery policy and produce an annual anti-slavery and human trafficking statement where they are legally required to do so.

We will work with our suppliers and partners to ensure that they meet our high standards.

We may end our relationship with any organisation who is found to be in breach of the modern slavery act.

We will provide training to all of our staff regarding modern slavery including what to look out for and how to report concerns.

If you have any concerns regarding modern slavery you can your line manager, trade union representative or our HR team HR@Restore-Environmental.Org.UK

You can also contact the modern slavery hotline on 0800 012 1700 or go to www.modernslaveryhelpline.org/report

If you are concerned that somebody is in immediate danger ring 999 without delay.

Restore Environmental does not tolerate any form of victimisation, bullying or harassment of anybody who speaks out or raises concerns. More information can be found in our whistleblowing policy.

We take all reports of modern slavery extremely seriously, will review all reports received and will pass them on to the relevant authorities. We may also conduct our own internal investigation and take appropriate action. This could include disciplinary action or termination of contracts.

Approved 16/05/2026

J Armstrong

Director

This document should be reviewed periodically by Restore Environmental senior management.

Review Date ____/____/____

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