



Slavery and Human Trafficking Statement

Although not a legal requirement for a company of our size and turnover, we believe transparency is the best way to show our customers we are carrying out our business as an ethical employer.

This statement is therefore made in respect of section 54, part 6 of the Modern Slavery Act 2015 and outlines the actions the Company is taking to ensure that slavery and human trafficking is not taking place in any part of our own business or in our supplier's businesses.

Supply Chain

Respecting human rights and environmental issues in the supply chain is ultimately the responsibility of our suppliers but as their customers we play an active role in this area of development and we clearly communicate our expectations to them.

In our procurement process, we issue purchase orders that incorporate our "Terms and Conditions" (T&Cs). The T&Cs are further supplemented by the information displayed on our website which expands on our expectations and what we expect from our suppliers.

We carry out initial audits of all our suppliers including employment conditions before they are allowed on our approved suppliers list. These audits are independent and announced. If any issues are identified during an audit, the supplier will be requested to resolve all violations within an agreed upon time period.

We also reserve the right to terminate our relationship with a supplier if issues of noncompliance with our policies are discovered and/or noncompliance is not addressed in a timely manner.

Assessment and Training

As a company we continually assess our working practices, working conditions and corporate responsibility, to address workplace issues such as working hours, non-discrimination, freedom of association, health and safety and the environment. This policy applies to our own operations, and we encourage businesses throughout our supply chain to adopt similar policies in their own operations. Furthermore, we seek to identify and do business with companies that have standards consistent with our own, and who are prepared to cascade our standards throughout their own supply chain.

We regularly conduct internal training on our policies and procedures including awareness of human rights, working conditions and corporate responsibility

As the Commercial Director of Ayerst Environmental Ltd., I have agreed and approved the contents of this statement

Carl Holton,

A handwritten signature in blue ink, appearing to read 'Carl Holton'.

Managing Director

January 2024 – Expires January 2027