

**MODERN SLAVERY  
AND  
HUMAN TRAFFICKING  
STATEMENT  
2023/24**



## Modern Day Slavery and Human Trafficking Statement

### Introduction

We, Greenzone Facilities Management Limited, are committed to improving our practices to combat slavery and human trafficking in our business and supply chain.

This statement highlights the key activities we have undertaken (and which we continue to undertake) to ensure that we address modern slavery and human trafficking risks in our business and our supply chain. As proud members of the Slave-Free Alliance, we are dedicated to maintaining ethical practices and upholding our commitment to human rights.

Although we fall below the legal reporting threshold under the Modern Slavery Act (2015), we have chosen to produce this statement voluntarily to demonstrate our commitment to addressing modern slavery risks and to share best practices.

### Company Information

Founded in 2007, our Senior Management Team boasts over 50 years of combined experience within the waste industry. Leveraging our extensive network of reliable service partners, we deliver total waste and resource management solutions.

We provide services throughout the UK and ROI to a variety of industries, including:

- Education
- Facilities Management
- Retail
- Hospitality
- Public Sector / Government Agencies
- Healthcare
- Defence
- Manufacturing
- Transport and Logistics
- Construction

### Mission Statement, Core Values and Vision:

Our vision and mission is clear: to deliver waste solutions that create a safer, cleaner and more sustainable future. **Making our communities better**. Our values form our BASICS:

- **Balance** means striving for balance in our business to achieve a profitable, resilient, and happy organisation.
- **Agility** allows us to tailor our approach to meet the individual requirements of each business.
- **Sustainability** is at the heart of everything we do, ensuring we invest in our people, the communities we touch, and the environment.
- **Integrity** is the foundation of our relationships, built on trust, honesty, and transparency.
- **Curiosity** fosters a culture of learning and innovation, helping us find the best solutions.
- **Simplicity** is our approach to keeping waste management straightforward by communicating clearly and cutting through industry jargon.



## Proud to be a Broker

Our business model allows us to flexibly adapt and respond to onsite requirements, appointing specialist subcontractors to deliver services on our behalf. We consolidate supply chains by acting as a central point of contact for waste service enquiries, coordinating subcontractors to deliver total waste management solutions. Our supply chain includes 400+ pre-approved waste and resource service suppliers and access to 700 nationwide End Destination Facilities.

## Social Value

We take pride in our Social Value activities, maintaining an integrated approach to managing health, safety, environmental, community, and ethical issues with transparency and integrity.

## Policies

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in any part of our business. Our commitment to combating modern slavery is reflected in several key policies:

- **Anti-Slavery and Human Trafficking Policy** outlines our approach to modern slavery and human trafficking. It sets out the responsibilities of our employees and suppliers in ensuring ethical practices.
- **Anti-Corruption and Bribery Policy** supports our commitment to conducting business with integrity and transparency.
- **Whistleblower Policy** encourages employees to report any concerns regarding unethical or illegal practices, including those related to modern slavery.
- **Supplier Code of Conduct** sets out the standards we expect from our suppliers, including adherence to anti-slavery practices.
- **Employee Handbook** includes sections on ethical conduct and compliance with modern slavery laws.

## Due Diligence

We understand that the waste industry gives rise to the highest modern slavery risks. Our due diligence processes are designed to identify and mitigate modern slavery risks within our operations and supply chain. We conduct thorough right-to-work and welfare checks for all employees and assess typical signs of modern slavery as part of our supplier compliance audits.

We have also mapped our supply chain. This mapping includes assessments based on Cost, Service Quality, Compliance (including Modern Slavery), Geographic Coverage, Reporting/Data Capabilities, and Quality/Accuracy of Invoices. To achieve this, we employed a combination of data analysis, supplier audits, and stakeholder input. This process helps us identify potential risks and areas where we need to focus our due diligence efforts.

## Risk Assessment and Management

To identify and assess risks of modern slavery, we conduct compliance assessments that include checks for signs of modern slavery. When auditing supplier facilities, we look for typical signs of modern slavery, such as poor working conditions, restricted movement, unusual working hours, and lack of proper documentation. We also monitor for signs of coercion, such as workers appearing anxious or unwilling to speak independently. These indicators help us identify potential risks and take corrective actions.

We plan to enhance these audits to include more comprehensive assessments and are implementing a Supplier Charter to set clear expectations for our suppliers regarding modern slavery.



## Training and Awareness

We are committed to raising awareness and providing training on modern slavery. Currently, we run random awareness campaigns to educate employees and suppliers about modern slavery, and we plan to implement mandatory annual training programs for all employees to ensure ongoing awareness and compliance.

## Performance Indicators

To measure the effectiveness of our anti-slavery initiatives, we will develop and implement specific key performance indicators (KPIs). These KPIs will help us monitor and evaluate our progress in combating modern slavery.

## Future Steps

We are committed to continuously improving our efforts to prevent modern slavery and human trafficking. Our future actions include implementing a Supplier Charter to set clear expectations for our suppliers, rolling out mandatory training programs for employees and suppliers, expanding our supplier mapping to include modern slavery considerations, conducting more detailed risk assessments, updating our supplier onboarding processes to include comprehensive modern slavery questionnaires, performing annual reviews and audits of our supply chain, and developing processes to work with non-conforming suppliers to bring them into compliance. We will report progress annually through a dedicated modern slavery report.

## Membership with the Slave-Free Alliance

As members of the Slave-Free Alliance, we benefit from expert guidance and support in our efforts to combat modern slavery. This membership strengthens our commitment to ethical practices and helps us stay informed about best practices and emerging risks. We keep informed by attending webinars and contributing to collaborative groups, such as the Waste & Recycling Modern Slavery Working Group, which is a forum for waste & recycling businesses based both in the UK and internationally to discuss modern slavery risks in our industry and combining our efforts to address them.

## Approval and Reporting

This statement has been approved by the Board of Directors of Greenzone Facilities Management Limited on 27 August 2024 and will be reviewed and updated annually. We remain committed to transparency and accountability in our efforts to combat modern slavery and human trafficking.

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**Signed on behalf of the Board of Directors**

**Lousie Taggart – Chief Executive Officer**



For and on behalf of Greenzone Facilities Management Limited

**Date:** 27 August 2024

