

# Modern Slavery Policy Statement

This statement has been prepared for the calendar year ended December 31st, 2023, in compliance with Section 54 of the Modern Slavery Act 2015. Go Green Ltd takes a zero-tolerance approach to modern slavery; we are committed to combating this matter by acting ethically and with integrity in all of our transactions and relationships. Equally we require our supply chain to adopt and enforce the same ethos by demonstrating policies that comply with legislation.

Go Green Ltd is a modern, innovative business leader in outsourced waste management and recycling solutions, providing tailored services to meet increasing demands for local, regional, and national businesses. Our Head Office is based in Doncaster; however our operational coverage is throughout the whole of the UK and the Republic of Ireland.

## Our Responsibility

Go Green Ltd has the following responsibilities regarding anti-slavery initiatives:

- **Policy:** The company directors are responsible for developing, publishing and reviewing the policy, as well as ensuring that all employees understand the policy.
- **Risk Assessments:** A risk assessment is completed at least annually by the Health and Safety Manager, considering the risks and impacts surrounding modern slavery.
- **Investigations:** If at any time it is known or discovered that slavery and/or human trafficking has occurred within our business or supply chain, a senior manager will be appointed to thoroughly investigate the circumstance(s) and communicate with the relevant bodies, details of which can be seen at the end of this statement.
- **Training:** All employees receive annual training concerning slavery, detailing the signs to look for alongside their role in reporting and preventing it.
- **Employment:** We foster a safe and inclusive work environment, ensuring all employees are protected and have appropriate channels to raise concerns. In line with UK employment laws, pre-employment 'Right to Work' checks and contracts of employment are completed for every employee of the business.

## Our Supply Chain

The supply chains for our operations and commercial activities are varied. For example:

- Within our offices, we use contractor companies for key services such as cleaning, security, equipment and fuel.
- For Waste Management operations, we use a network of approximately 3,000 sub-contractors of which we actively work with 700 subcontractors on an annual basis.
- Our external supply chain is made up of companies based solely in the UK and Republic of Ireland and covers various services within the waste industry including but not limited to waste container hire, hazardous waste removal, tanker emptying and earthworks. Our aim is to partner local subcontractors with work within their local geographical area where possible.

We have several procedures in place that contribute to ensuring modern slavery does not occur in our supply chains.

- As part of the onboarding process all sub-contractors must complete an annual questionnaire and are asked to confirm what policies or processes they have in place, ensuring that they adhere to the Modern Slavery Act. This process is then repeated annually for all active suppliers.
- Visual inspections are completed on certain facilities at least every 24 months. The inspection ensures due diligence is taken to check for any signs or anomalies that would indicate modern slavery. For example, confirming Right to Work documents are held, employees are approachable and visible and there are no noticeable concerns.
- Findings of inspections carried out are recorded and stored electronically; any non-conformances will undergo the investigation process detailed above.

Go Green will not award contracts to suppliers who do not demonstrate a commitment to ensuring that slavery, and human trafficking, are not taking place in their own business.

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## Relevant Policies

Go Green Ltd have the following policies that work in conjunction with this Modern Slavery Policy Statement:

- Health and Safety Policy
- Environmental and Sustainability Policy
- Equality, Diversity & Inclusion Policy
- Sustainable Procurement Policy
- Whistleblowing Policy
- Grievance Policy and Procedure
- Anti-Bribery and Corruption Policy

## Closing Statement

This statement has been approved by the Go Green Ltd Board of Directors on Friday 9th February 2024. A new statement will be published each year.

## Relevant Authorities

- **Modern Slavery Helpline**  
08000 121 700
- **Police**  
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Date

9<sup>th</sup> February 2024

Signed



Roger Wells

Managing Director

For and on behalf of the Go Green Ltd Board of Directors