

Modern Slavery Policy Statement

This statement has been prepared, on behalf of the Go Green Board of Directors, for the calendar year ending December 31st, 2024, 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 transactions and relationships. Equally we require our supply chain to adopt and enforce the same ethos by demonstrating policies and practices that comply with legislation.

Company Overview

Go Green Ltd are an evolving business providing outsourced waste management and recycling solutions, complemented by staff and diverse services. We have become a leader within the industry meeting 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. Go Green directly employ an average of 160 staff and achieved a turnover of £52m for 2024. Through our network of supply chain partners, we manage around 160,000 waste movements each year.

Our Responsibilities

Go Green understand we have requirements as an employer to take the following responsibilities regarding anti-slavery initiatives:

Legislative Compliance

The organisation is committed to complying with all relevant legislation and regulations, including the Modern Slavery Act 2015.

Policy Review

The company directors are responsible for developing, publishing, and reviewing our Modern Slavery Policy, and ensure awareness and understanding of the policy throughout the organisations.

Risk Assessments

A modern slavery risk assessment is completed at least annually by the Health and Safety Manager and signed off by the Board of Directors, considering the risks and impacts surrounding modern slavery and ensuring measures are in place to minimise these risks.

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.

Responsible Recruitment

In line with UK employment laws, pre-employment 'Right to Work' checks and contracts of employment are completed for every employee, prior to them starting with the business.

Additional Commitments

In addition to our mandatory requirements, Go Green carries out the following measures to ensure vigilance of our modern slavery processes:

Safe Environment

We foster a safe and inclusive work environment, ensuring all employees are protected and have appropriate channels to raise concerns.

Training and Awareness

All Go Green employees receive annual training to support understanding of what constitutes modern slavery, how to recognise signs within operations and supply chains, and their role in reporting and preventing modern slavery if they were to suspect a risk.

Due Diligence

Conduct modern slavery checks as part of our procurement processes to ensure we partner with suppliers who adhere to ethical labour standards.

Modern Slavery Policy Statement

Go Green Ltd Employee Responsibilities

Training

Attend and engage in Go Green's modern slavery training modules each year to improve their understanding of modern slavery.

Policy

Understand the organisations modern slavery policy and relevant legislation and understand the role they have in identifying signs of and reporting and modern slavery concerns.

Reporting

Ensure they adhere to their duty of reporting any suspicions of modern slavery to senior management who will in turn follow the correct investigation process detailed above.

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.

Indicators

To measure the effectiveness of the organisations efforts to prevent modern slavery and increase awareness of the signs of modern slavery the key areas below are monitored and reported on:

Training Attendance

All direct Go Green employees are expected to attend modern slavery training annually. A record of completion of training is kept within our company training records.

Supply Chain Audits

The organisation monitors the number of visual inspections carried out through our supply chain facilities. In 2024 the company carried out 190 inspections and are targeted to carry out 250 visual inspections in 2025.

Investigations Completed

Where there have been any suspicions of modern slavery raised, the organisation will monitor and report the number of incidents investigated each year, and the outcomes to the investigation. To date there have been no reportable incidents including within the year this statement relates to and therefore no investigations have been completed.

Modern Slavery Policy Statement

Relevant Policies

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

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

Closing Statement

Go Green regularly review our policies, procedures, and supply chain practices to enhance our effectiveness in combatting modern slavery. This statement has been approved by the Go Green Ltd Board of Directors on 7th February 2025. A new statement will be published each year.

Relevant Authorities

Modern Slavery Helpline
08000 121 700

Police
101

Signed



Roger Wells
Managing Director for and on behalf of the Board

Date: 07/02/2025
Date of review: 07/02/2026

Version Number	Date	Reason for Change	Reviewed by:
4		Annual review	Board of Directors