

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, 2025, in compliance with Section 54 of the Modern Slavery Act 2015.

Go Green Ltd takes a zero-tolerance approach to modern slavery, child labour, forced labour and human trafficking; 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 181 staff and achieved a turnover of around £61m for 2025. 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 and Communication

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. We are committed to ensuring our policy is communicated both internally and externally on our company website, the modern slavery statement registry, and uploaded to each employee profile with a requirement for confirmation of understanding via digital signature.

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, forced labour, child labour, 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. This procedure is undertaken by a competent member of the HR Department, as per Go Green's Inclusive Recruitment Procedure.

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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. Go Green hold a Grievance Procedure which all employees have access to with specific information on how to raise a concern in the case of a breach of this policy or any of our modern slavery expectations.

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. We regularly review training needs or opportunities to improve awareness of modern slavery, human trafficking, child labour and forced labour.

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, child labour, forced labour, human trafficking, it's different definitions and scenarios and examples of how these could be identified and reported.

Policy

Understand the organisations Modern Slavery Policy, and confirm their understand via digital signature, alongside 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 as per Go Green's Complaint and Incident Management Policy and Procedure. A Company Director must be involved in the investigation procedure to oversee any information and actions.

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 around 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.

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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, forced labour, child labour and or 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 2025 the company carried out 201 inspections.

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.

Targets

The company has set the following objectives in relation to modern slavery, forced labour, child labour and human trafficking:

- Train 100% of employees on modern slavery awareness,
- Investigative 100% of raised incidents of modern slavery within 10 working days.
- Terminate with immediate effect any supplier, subcontractor, or customer agreements whereby an incident of modern slavery has been identified.
- Report 100% of incidents to Modern Slavery Helpline.

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Associated Documents

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
- Complaint and Incident Management Policy and Procedure
- Inclusive Recruitment Procedure

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 23rd January 2026. A new statement will be published each year.

Relevant Authorities

Modern Slavery Helpline

08000 121 700

Police

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Signed



Roger Wells

Managing Director for and on behalf of the Board

Date: 23.01.2026

Date of Review: 23.01.2027

Version Number	Date	Reason for Change	Reviewed by:
4	07/02/2025	Annual review – expanded on responsibilities and due diligence	Board of Directors
5	23 / 01 / 2026	Annual review	Board of Directors