

Guidance - Preventing Modern Slavery in the Supply Chain

At Reconomy we aim to do the right thing for our customers, communities, investors, regulators and colleagues. We will never tolerate human trafficking, forced labour, fraud, bribery or corruption, and will only ever work with suppliers who care about this as much as we do.

We expect all suppliers to be compliant with the Modern Slavery Act 2015 and encourage them to make a statement irrespective of turnover.

We have developed the following guidance to help our suppliers to reduce the risk of having slavery and human trafficking in their operation or supply chain.

Your business is likely to be at risk of having modern slavery if:

- You use agency rather than directly employed staff
- Employees cannot speak English, or it is not their first language
- You have a high turnover of staff

Taking these steps will help to reduce this abhorrent practice and eliminate modern slavery from our society:

- Train key staff and ensure that there is a general awareness of Modern Slavery in your organisation. Find free information and training resource on the [Supply Chain Sustainability School website](#).
- Do an induction directly with all new starters and include guidance on Modern Slavery
- Have posters and other materials in the work place, in the relevant languages, so that your workers will be more aware – this will put traffickers off
- Have a mechanism in place for workers to raise concerns. You can use the UK Government Modern Slavery Helpline: 08000 121 700
- Ensure there is a robust 'Right to Work' and worker record checks are in place
- Having excellent health and safety and 'on boarding' practices in place deters traffickers
- Ensure you have a process in place and steps to take if modern slavery was discovered in your business. Contact the Modern Slavery Helpline 0800 0121 700 or report it online - [modern slavery helpline website](#). Charities such as Hope for Justice 0300 008 8000 (Mon – Fri 9:00 to 5:30) will also help you identify the steps to take

Openness and transparency are a key part of how we want to do business, and we expect our suppliers to have appropriate whistleblowing procedures in place.

Some signs that a person is being exploited and forced into compulsory labour:

- Does not easily trust others
- Isolated from work colleagues
- Fearful of police or those in authority
- Signs of physical or psychological trauma
- Malnutrition, poorly dressed, lack of H&S equipment

Reconomy is committed to ensuring that there is no modern slavery or human trafficking in any part of our business and require our suppliers to do the same.

If you need further information, please request a copy of 'Guidance – Modern Slavery Act 2015 Transparency in the Supply Chain' from compliance@reconomy.com

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