



RE-GEN WASTE

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

As a Company, Re-Gen Waste Limited maintains relationships with many organisations in its supply chain, as well as employing people directly. Considering the general law on employment and human rights and more specifically the Modern Slavery Act 2015, we have reviewed our existing compliance and what further measures may be required to prevent slavery and human trafficking taking place in any part of our business or in our supply chains. The policy underpins our approach and will be used to inform our Statement on Slavery and Human Trafficking.

Organisation's structure

Re-Gen began its journey in 2004 as an integrated recycling and waste management company and since that time we have developed one of Europe's most advanced materials recovery facilities. We process mixed dry recyclables and residual waste for conversion to refuse derived fuel in our Waste To Energy division. Re-Gen Waste Limited turnover for year ending 2022 was over £42 million.

Our sister companies are Re-Gen Robotics which is the first and only Zone O EX certified, remote controlled no man entry robotic tank cleaning company in Europe, Connex Offsite which is a leading manufacturer of bespoke bathroom pods for the residential sector and Versaffix which manufactures a range of tilt rotators for excavators. Re-Gen group of companies have a current headcount of around 300 staff.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Our policy is to assess and address the risks of violations of human trafficking and modern slavery laws. We seek to adopt procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation.

Due diligence processes for slavery and human trafficking

We conduct due diligence checks on all our labour suppliers to ensure that they comply with our ethical standards and values. Re-Gen will take appropriate action if any non-compliance is identified. In Re-Gen we conduct checks to identify potential signs of modern slavery. Any indication is followed up to ensure we complete a thorough and independent review, which will include supporting with all follow-up activities including liaison with external third parties as and where appropriate. We require suppliers to ensure they comply with international standards, best practice and modern slavery laws.

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
 - Monitor potential risk areas in our supply chains.
 - Protect whistle blowers.
- All recruitment and selection processes are conducted by staff who are appropriately trained.

Training

Regular training on our Anti Slavery and Human Trafficking Policy and on the risk that the business faces from modern slavery in its supply chains is provided to staff as necessary, so that they know how to identify exploitation and modern slavery and how to report suspected cases.

The Company's zero tolerance approach to modern slavery must be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

Our effectiveness in combating slavery and human trafficking

To measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains we use the following indicators:

- Confirmation by suppliers of compliance to the Modern Slavery Act through their own modern slavery statement.
- Implemented a policy to ensure our staff are vigilant to the potential threat of slavery and human trafficking.
 - Communicated our policy to staff.
- A recruitment policy and associated employment checks to prevent the engagement of forced labour.

Re-Gen Waste Value Statement

Re-Gen Waste Limited have adopted a statement of our corporate value on the prevention of modern slavery and human trafficking. The statement governs all our business dealings and the conduct of all persons with whom we contract directly or who we appoint to act on our behalf.

We expect all or who have, or seek a business relationship with Re-Gen Waste Limited and its associated companies, to familiarise themselves with our anti-slavery and human trafficking statement and to act in a way which is consistent with our values.

“As part of our culture of good governance for business, Re-Gen Waste Limited operate to a set of core values, which reflect relationships with our supply chain and employees. Our business values oppose the exploitation of individuals in any form and more particularly the offenses under the Modern Slavery Act 2015.

We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand the same commitment of all who work for us and expect it from all we have business dealings with. “The Re-Gen attitude to Modern Slavery is: Zero Tolerance”.

Approval

This statement has been approved by the Board of Directors of Re-Gen Waste Ltd and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Re-Gen’s slavery and human trafficking statement for the financial year ending 31st December 2022.

Joseph Doherty

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Managing Director

