



Although Roberts Environmental Ltd does not fall under the requirements of the Modern Slavery Act 2015 (Turnover less than £36 Million), as a company Roberts Environmental Ltd is committed to ensuring acts of modern-day slavery and human trafficking will never become an issue within Roberts Environmental Ltd and its Supply Chain, including Sub-Contractors and Partners, as well as maintaining the human rights of all those involved within the company and supply chain. Roberts Environmental Ltd will ensure that there is full transparency within Roberts Environmental Ltd and our suppliers of goods and services to the organisation.

I will ensure that there is full transparency within my Company and our Suppliers of goods and services to the organisation with a commitment to:

- Legal compliance, ethical standards and fundamental human rights as set out by the principles of the ILO/UN Guiding Principles
- Raising awareness of modern slavery issues including how to spot the signs in the business and supply chain
- Provide whistleblowing and/or other mechanisms for reporting issues
- Nominated a person at the most senior management level within the business that has responsibility for the prevention modern slavery within the business
- Address and directly prohibit practices that are known to contribute to the risk of modern slavery
- Due diligence requirements for the business and supply chain and the steps it will take should modern slavery practices be identified within either
- Identification of and management of any high-risk materials/labour sourcing

Furthermore:

As part of the Roberts Environmental Ltd due diligence processes into slavery, human rights and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier whenever the Supplier falls under the requirements of the Modern Slavery Act.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored. Roberts Environmental Ltd do not condone the discrimination of human rights the discrimination on the grounds of; age, gender, sexual orientation, ethnicity, or other status'. Roberts Environmental Ltd supports the 'UN Guiding Principles on Business and Human Rights' (Ruggie Principles).

Roberts Environmental Ltd will not be permitted to support or deal with any business knowingly involved in slavery or human trafficking. The Directors and Senior Management Team shall take responsibility for implementing this policy statement and its objectives and shall provide, when deemed necessary, adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A copy of this Policy Statement and accompanying Procedure will be made available and communicated to and understood by all of our Employees and where necessary our External Providers with a copy of the Modern Slavery Act 2015 held within the Legislation Register and available to all employees upon request.

Formal procedures concerning slavery and human trafficking will be established, when required including disciplinary procedures where the requirements of the Act have been identified as being breached.



This Policy, Associated Policies, and Procedure form Roberts Environmental Ltd.'s Modern Slavery Statement and are reviewed annually as part of the Annual Management Review process.

A handwritten signature in black ink, appearing to read "JR", is enclosed in a thin black rectangular border.

Jeff Roberts

Managing Director

Roberts Environmental Ltd

March 2026