

## Five Rivers Anti-Slavery, Human Trafficking, and Unlawful Child Labour Policy

### Introduction

Five Rivers is a responsible employer and recognises the Modern Slavery Act 2015 which came into force in October 2015. Five Rivers is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (collectively known as 'human trafficking and slavery'). Five Rivers accepts that it has a responsibility for promoting ethical and lawful employment practices. This policy sets out the expected standards of behaviour and integrity that Five Rivers requires in relation to the Modern Slavery Act 2015 to prevent slavery and human trafficking.

Five Rivers is committed to a zero-tolerance approach to modern slavery and to acting with integrity in all its business dealings, relationships, and throughout the supply chain. It expects the same standards from all employees, suppliers, contractors, and those with whom it does business. This policy applies to all employees, sub-contract workers, consultants, and other persons doing business with Five Rivers.

Five Rivers will not knowingly use child labour or forced labour in any areas of work, production of goods and/or services it provides, nor will it knowingly accept supplies, products and/or services from suppliers that employ or utilise child labour or forced labour. All suppliers are provided with a copy of this Policy and confirm that they comply with these requirements prior to being accepted as an Approved Supplier.

### Rationale

Human trafficking and slavery are crimes under UK and International law. These crimes do exist to varying degrees in countries throughout the world. This policy statement defines Five River's commitment to ensuring that human trafficking and slavery does not exist within its own business, but also details how Five Rivers will make efforts to eradicate the same from other businesses with whom it shall maintain a relationship. Five Rivers will take appropriate steps to ensure not only its own compliance but also that these requirements are followed by its suppliers, subcontractors and/or business partners. All suppliers and sub-contractors are therefore required to adhere to this policy statement.

### Definitions

**Human trafficking:** The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

**Forced Labour:** All work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.



Cert No: 7071  
ISO14001, 9001  
OHSAS 18001

**Harmful Child Labour:** Consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

This Policy shall be made available to all company employees, sub-contractors, advisers/consultants, and suppliers. The management team will review the policy on an annual basis to ensure that it continues to reflect the aims and objectives of the Company.

If you require any further information or have questions about this policy please contact the HR and Compliance Manager in the first instance.



Jason Lovering  
Director  
Five Rivers Environmental Contracting Ltd

01 February 2020



Cert No: 7071  
ISO14001, 9001  
OHAS 18001