21st December 2023

Modern slavery and Human Trafficking statement

Organisation

This statement applies to Yorwaste Ltd. The information included in the statement refers to the financial year ending 31st March 2023.

Organisational Structure

Established in 1993, Yorwaste. is wholly owned by North Yorkshire County Council and City of York Council.

Yorwaste works across more than 30 sites throughout Yorkshire, providing waste collection, recycling, waste transfer and green waste compositing services. Our headquarters are based in Northallerton, North Yorkshire, and we employ over 280 people.

Yorwaste has an annual turnover of around £40m.

We have relationships with external businesses to source labour and materials / waste for our business.

The labour supplied to Yorwaste in pursuance of its operation is carried out at sites based across North Yorkshire, UK. No work is undertaken in other countries.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- being dehumanised, treated as a commodity or being bought or sold as property;
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

Yorwaste acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Yorwaste understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Yorwaste does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Yorwaste in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Yorwaste strictly adheres to the standards required in relation to its responsibilities under relevant employment legislation in England.

Supply Chains

In order to fulfil its activities, the main supply chains of Yorwaste include those related to the provision of waste management services. We sell material within the UK, Europe and the Far East. From a purchasing point of view all major purchasing is via a public procurement portal which results in formal contracts with the supplier base and ensures that they are committed to compliance with the requirements of the Modern Slavery Act.

Potential Exposure
Yorwaste considers its main exposure to the risk of slavery and human trafficking to be with the use of agency labour and requires that all its agency providers formally comply with the Modern Slavery Act requirements.

In general, Yorwaste considers its exposure to slavery/human trafficking to be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps
Yorwaste carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery.

As part of the Group's efforts to monitor and mitigate the risk of slavery and human trafficking occurring within our business and supply chains, we will adopt due diligence procedures which are designed to:

- Establish, assess and monitor areas of potential risk in our business and supply chains;
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- Provide adequate protection for whistleblowers.

Policies
As part of our commitment to preventing modern slavery in our business and supply chain, we have developed and implemented an Anti-Slavery Policy, which reflects our promise to work ethically and with integrity within our business relationships. The Policy sets out:

- Our commitment to ensuring that modern slavery does not take place within our organisation or in our supply chain;
- The procedures we follow in recruitment and other practices to ensure our adherence to this commitment;
- The responsibilities of the directors, managers and all employees of the group and its subsidiaries to follow the procedures and maintain vigilance.

This statement is made to satisfy the requirements of section 54 (1) of the Modern Slavery Act 2015 and constitutes Yorwaste's slavery and human trafficking statement for the financial year ending 31st March 2021. This statement outlines the steps Yorwaste have taken to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

Date of approval:
Print name: Sandy Boyle
Job Title: Managing Director
Date: 21st December 2023

Signed:

