

23 October 2026

Modern slavery and Human Trafficking statement

1. Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps Yorwaste Ltd has taken during the financial year ending 31 March 2026 to prevent modern slavery and human trafficking within our business and supply chains.

2. About Yorwaste

Established in 1993, Yorwaste Ltd is jointly owned by North Yorkshire Council and City of York Council. Yorwaste provides waste management and environmental services across North Yorkshire and the City of York, operating more than 30 sites including household waste recycling centres, waste transfer stations and transport operations. Headquartered in Northallerton, we employ approximately 300 people and have an annual turnover of around £40m. Our workforce comprises directly employed colleagues, agency workers and specialist contractors, and we also work with a range of suppliers and service providers to support our operations. Although our activities are based entirely within the United Kingdom, we recognise that modern slavery risks can exist within labour supply arrangements, contracted services and wider supply chains, and we are committed to maintaining effective controls to identify and prevent these risks.

3. Governance and Responsibility

Overall responsibility for modern slavery compliance sits with the Managing Director and Executive Leadership Team. Operational responsibility is shared between Procurement, Human Resources and managers involved in recruitment and supplier management.

4. Risk Assessment

During 2025/26 we reviewed our operating model and identified agency labour and certain supply chain arrangements as presenting the greatest potential risk of modern slavery.

Areas considered to present a higher level of risk include:

- Temporary and agency labour, including drivers, loaders and operational staff;
- Transport subcontractors and contracted service providers;
- Suppliers of PPE, workwear and vehicle parts;
- Waste processing, recycling and other specialist operational partners.

5. Actions Taken During 2025/26

Recruitment

All new employees were subject to pre-employment checks, including right-to-work verification, in line with legal requirements and company procedures.

Agency labour

Agency providers were expected to comply with UK employment legislation and provide assurances regarding their compliance with modern slavery requirements.

Procurement

Yorwaste continued to consider modern slavery risks as part of supplier selection, procurement activity and ongoing supplier management arrangements.

Whistleblowing

Employees had access to confidential reporting routes through the Company's Whistleblowing Policy and could raise concerns directly with management or Human Resources.

Training and Awareness

During 2025/26, awareness of modern slavery responsibilities continued to be reinforced through company policies, management practices and reporting arrangements. Further opportunities to enhance formal awareness training will be explored during 2026/27.

All employees complete a Modern Slavery e-learning course every three years.

6. Measuring Effectiveness

During 2025/26:

- Yorwaste was not aware of any incidents of modern slavery within its operations during 2025/26.
- No concerns relating to modern slavery were raised through formal reporting channels.
- Agency labour providers continued to be reviewed against contractual compliance requirements.
- Contracted services were regularly reviewed to ensure compliance requirements.

7. Future Priorities for 2026/27

During 2026/27 Yorwaste will:

- Review supplier due diligence requirements relating to modern slavery.
- Increase awareness among recruiting managers.
- Review contractual controls with labour providers.
- Continue to assess supply chain risks as part of procurement activities.
- Review opportunities to improve modern slavery awareness among managers involved in recruitment, contractor management and procurement activities.

Yorwaste recognises that preventing modern slavery requires continuous vigilance and will continue to review its policies, procedures and supply chain controls to ensure they remain effective and proportionate to the risks faced by the business.

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 31 March 2026. 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.

This statement was approved by the Managing Director.

Print name: Alexander Boyle

Signed: Alexander Boyle
Alexander Boyle (Oct 19, 2026 09:15:38 GMT+1)

Job Title: Managing Director

Date: 19/10/2026

Yorwaste Ltd. Modern Slavery Statement 2025-26

Final Audit Report

2026-10-19

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