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Date:	January 2024
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Modern Slavery Statement

Introduction

This statement sets out the steps taken by Cyclife UK Ltd (hereafter referred to simply as Cyclife), in line with the Modern Slavery Act (2015) and home office guidance to ensure that the business and supply chains of Cyclife are free of modern slavery and human trafficking. Cyclife has an ongoing zero-tolerance stance on modern slavery and human trafficking.

Organisational structure and supply chains

Cyclife has the ambition and commitment to be one of the UK's leading waste led nuclear decommissioning business. We have for many years established and published our values, expectations and behaviours as a way to articulate what type of business we wish to be. Integrity is at the heart of our values. Cyclife UK recognises that Modern Slavery is a growing global concern. It is Cyclife's considered opinion that the nuclear decommissioning business constitutes a low-risk industry for modern slavery. The risk of modern slavery or human trafficking slavery occurring within Cyclife is considered low.

Modern slavery policy

Cyclife is committed to maintaining high ethical standards and ensures all business is conducted responsibly, legally and ethically. This also applies to any supply chains related to Cyclife. Policies that ensure these ethical standards are upheld, and that any illegal, immoral or unethical practice is condemned, include the Modern Slavery and Human Trafficking Policy, Whistle Blowing Policy and Anti-bribery and Corruption Policy.

Due diligence process

For employees and contractors directly engaged by Cyclife: Cyclife is a committed UK Living Wage employer, therefore all employees are salaried on or above the UK Living Wage. All contractors are paid at an hourly level that exceeds the UK Living Wage.

For suppliers and third parties in Cyclife supply chain: The modern slavery statements of any new suppliers will be assessed and reviewed to ensure compliance with ethical and legal standards around modern slavery and human trafficking and this process will be recorded formally.

Training

Modern Slavery training for employees will be mandatory for all employees at Cyclife. Training includes detailing the definitions of modern slavery and human trafficking, understanding the scale of modern slavery, responsibilities under the Modern Slavery Act 2015, how to spot signs of modern slavery and how to report it.

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Key performance indicators to measure the effectiveness of steps being taken

A key indicator that will measure the effectiveness of the steps outlined in this statement will be the compliance of the modern slavery mandatory training, set at 90% or above, which will be reported to the Board annually. Another indicator will be the official tracking and recording of any suspected or confirmed cases of human trafficking or modern slavery identified within the business practices or supply chains of Cyclife.

Scope, duration and review

This statement constitutes the Modern Slavery statement for Cyclife for the financial year ending 31st December 2024. This is a voluntary statement made in good faith and is not considered to be mandated by the Modern Slavery Act 2015 given the current size of the Company.

To ensure the Company is continually acting to take steps to uphold our zero-tolerance approach to modern slavery and human trafficking, this statement will be review and updated at the beginning of each financial year.

Signed:



Joe Robinson

MD Cyclife UK Ltd.

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Final Audit Report

2024-01-15

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