

HR69 SMS Modern Slavery Act Statement

Section 54 of the Modern Slavery Act sets a legal responsibility for industry leaders to ensure that measures are being taken to counter modern slavery. While this legislation applies to those organisations with an annual turnover in excess of £36 million the Directors of SMS Environmental Limited wish to affirm their support for this initiative and are committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking.

The Modern Slavery Act protects individuals held in conditions of slavery or servitude or those required to perform forced or compulsory labour or work in circumstances that constitute exploitation. SMS provides all its employees with good working conditions and provides each person with full Terms of Employment complying with UK employment law and they are paid a salary and benefits which are in excess of UK National Minimum Wage requirements. SMS also ensures that all its employees have the right to work in the UK.

The Company's supplier agreements will also require those organisations providing goods and services to acknowledge that they also recognise and uphold the Modern Slavery Act provisions within their own organisation and supply chain whether in the UK or abroad. Should any supplier not indicate that they similarly uphold this initiative then the company's business and involvement with that organisation will be withdrawn.

SMS Environmental fully complies with the Modern Slavery Act 2015.

Any concerns should be raised immediately in line with the Company's Whistleblowing Policy.

AStaines

Abbie Staines

HR Advisor

Signed for and on behalf of SMS Environmental