

Scope of Policy

This policy applies to all persons working for or on behalf of Clarity Environmental in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Modern Slavery and Human Trafficking

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Organisation Structure

Our activities centre around environmental compliance, recycling and waste management solutions. Within the provision of these services there are relationships with external suppliers. These relationships make up our supply chains.

Our Commitment

In accordance with the Modern Slavery Act 2015, we are committed to ensuring that human trafficking and modern slavery is not taking place anywhere within our organisation or supply chain.

Accordingly, we will not knowingly use unlawful or forced labour in any of the services we provide, nor will we accept any products or services from any suppliers that utilise unlawful or forced labour.

Due Diligence and Policy / Our commitments

We expect our supply chain to comply with our values and hold their own suppliers to the same high standard, upholding the following measures in order to safeguard against human trafficking and modern slavery:

- We have a zero-tolerance approach to human trafficking and modern slavery within our organisation.
- We will not knowingly support or deal with any business involved in modern slavery or human trafficking.
- We expect our suppliers to have suitable anti-slavery and human trafficking policies and procedures in place.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy – we encourage the reporting of any concerns and the protection of whistle blowers.

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Company Registration No 04559478

VAT No GB 819 304434

Waste Carrier Licence No SSU/878003/CB

- Our supplier contracts will contain an anti-slavery clause which prohibits suppliers and their employees from engaging in any form of slavery or human trafficking.
- We will continually audit and review of our practices for checking employees are paid at least the minimum wage and have the right to work.

If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that appropriate action is taken. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships. Our modern slavery and human trafficking policy is made in accordance with section 54 of the Modern Slavery Act 2015 and reflects our commitment to acting ethically and with integrity across all areas of our business,

including all business relationships, and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking is not taking place anywhere in our supply chains.

This policy is communicated to all staff, and made available to all interested parties, through our website at <https://clarity.eco/>



Natalie Rea
CEO
Clarity Environmental

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