

Keenan (Recycling) Ltd	
Document title: Anti-slavery Policy	Date issued: 14/9/17
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Anti-slavery Policy

Keenan (Recycling) Ltd (the Organisation) is committed to improving working practices in order to combat modern slavery and human trafficking. The organisation takes a zero-tolerance approach to modern slavery and strives to act ethically and with integrity in all business dealings and relationships to ensure that modern slavery is not taking place anywhere in the business or in any of the supply chains.

The organisation is a leading organics waste management company in the Waste and Recycling sector, with over 60 employees nationwide and operating in Scotland and England. The organisation is an accredited Living Wage employer and is committed to paying everyone working for and on behalf of Keenan Recycling a higher minimum rate of pay than the current National Living Wage set by the government.

This Anti-Slavery Policy reflects the commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

As part of the organisations initiative it aim to:

- Identify and assess potential risk areas in the organisations supply chains.
- Mitigate the risk of slavery and human trafficking occurring in the organisations supply chains.
- Monitor potential risk areas in the organisations supply chains.
- Protect whistle blowers.

To ensure all contractors and those in the company's supply chain comply with the organisations values and ethics a supply chain compliance programme is in place.

The organisations compliance team consists of involvement from the following departments:

- Legal.
- Auditing and compliance.
- Human resources.
- Procurement.
- Sales.

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To ensure a prominent level of understanding of the risks of modern slavery and human trafficking in the organisations supply chains and business, it will provide Modern Slavery awareness training to all its staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes slavery and human trafficking statement for the financial year ending 31st March 2018.

This policy is communicated to employees, suppliers and sub-contractors and is made available to the public.

Signature: 	Date: 11/1/19
Name: Grant Keenan	Position: Managing Director

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