Anti-Slavery & Human Rights Policy

Kenny Waste Management recognises the Modern Slavery Act 2015 and the additional requirements it places upon some Companies. Kenny Waste Management is committed to upholding the human rights of those who work with us and for us and comply with international conventions regarding human rights.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Kenny Waste Management has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or within our supply chain and 'Waste Partners'.

We operate a UK wide waste recycling service which comprises of 'Waste Partners'. The waste industry typically uses migrant workers and with this there may be increased risks.

Kenny Waste Management will always:

- Endeavour to create a safe working environment for everyone
- Uphold the principles defined by the United Nations Universal Declaration of Human Rights and encourage 'Waste Partners' to do the same
- Follow the UK labour laws and protect the rights of all workers, including migrant workers
- Comply with minimum wage and minimum age requirements
- Adhere to regulations regarding maximum working hours
- Listen when legitimate concerns are raised, and whenever possible take appropriate action to address them
- Encouraging employees to become involved in improving team performance
- Ensure adequate welfare facilities are available
- Train those who procure our supply chain and 'Waste Partners' to recognise signs of slavery and what to do if they suspect that it is taking place

Kenny Waste Management will not:

- Exploit anyone
- Allow anyone to be exploited in our name
- Do business with an individual, company or 'Waste Partner' that does not support basic human rights or adhere to the principles defined by the United Nations Universal Declaration of Human Rights
- Influence an employee's decision to join or not join a trade union

We will know if the measures we are taking are effective if:

- There a no reports received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Procurement team members identify no signs of slavery or trafficking during site audits and 'Waste Partner' selection.

Signed on behalf of Kenny Waste Management Ltd. _____ Director 8th December 2016