

Anti-Slavery Policy

APPROVAL

The signatures below certify that this EHQMS policy has been reviewed and accepted, and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Signature	Position	Date
Prepared by	Luke Mattin		HSEQ & Compliance Manager	06/02/2026
Reviewed by	Kristian Carter		Commercial Director	06/02/2026
Approved by	Simon Franklin		Managing Director	06/02/2026

AMENDMENT RECORD

This EHQMS policy is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Page No.	Context	Revision	Date
-	-	Initial Release	15/01/2019
All	Full Review with no amendments.	1	15/01/2020
2	Commitment from board of directors to investigate reported incidence	2	27/01/2021
	Review with no amendments	3	17/01/2023
	Reviewed with no amendments	4	23/01/2024
	Reviewed with no amendments	5	06/02/2025
2	Minor wording changes	6	06/02/2026

COMPANY PROPRIETARY INFORMATION

The electronic version of this policy is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this policy is uncontrolled, except when provided with a document reference number and revision in the field below:

INTRODUCTION

This policy ensures that Shred Station Ltd complies with section 54 of the Modern Slavery Act 2015, and sets out the responsibilities for employers and employees.

Shred Station Ltd is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking.

As a UK SME, Shred Station Ltd applies a proportionate, risk-based approach to preventing modern slavery and human trafficking within its operations and supply chain.

POLICY

Shred Station Ltd is committed to:

- ✚ ensuring that slavery and human trafficking is considered and addressed in our approach to corporate social responsibility
- ✚ ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure
- ✚ carrying out regular audits to ensure that all our employees are paid at least the National Minimum/Living Wage and have the right to work in the UK
- ✚ ensuring that all commercial agreements include an obligation on our suppliers to operate in accordance with the Modern Slavery Act 2015, and to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act. Where appropriate, supplier due diligence will be undertaken to assess and manage modern slavery risks in higher-risk areas of the supply chain.
- ✚ identifying and addressing any areas of high risk in our supply chain
- ✚ providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.
- ✚ The board of directors commits to respond to any reported incidence or modern slavery within one working day. All reports will be acknowledged promptly and investigated appropriately, with escalation to relevant authorities where required.

DOCUMENT END

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