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MODERN SLAVERY POLICY STATEMENT 2024 / 25

Doc Ref: HR-POL-MSP-STA-v3

Celtic Recycling Limited (CRL) operates an ethical and transparent approach to the way in which we conduct business and will not tolerate any form of unethical behavior including unfair anti-competitive business practices.

This statement provides clarity of the steps taken during the financial year to ensure that neither modern slavery nor human trafficking is taking place within our business or supply chain and further actions we intend to take in pursuance of our commitment to maintaining high ethical standards.

Full pre-employment checks are conducted on all new employees to confirm their identity and right to work in the UK and therefore, we are satisfied that there is no evidence of any act of modern day slavery or human trafficking within our business.

As part of our due diligence process, approved subcontractors are subject to initial assessment and annual review whereby they are required to confirm compliance with legislation and standards relating to recruitment, terms of employment, labour practices, modern slavery and human rights as well as declare full adherence to our Supplier Code of Conduct.

Celtic Recycling strive to work to the highest professional standards and expect the same high standards from each and every business with which we work. Consequently, it is our intention to apply the same due diligence principles to our suppliers prior to approval.

The company is continually reviewing processes and procedures to ensure that we are doing all we can to prevent any modern day slavery or human trafficking within our business or supply chain and will work together with employees, subcontractors and suppliers to safeguard the highest ethical standards that we are committed to operate by.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2018 and constitutes our slavery and human trafficking statement for the financial year ending 31 October 2025.

Signed:

A handwritten signature in blue ink, appearing to read 'Paul Owen', written over a light blue horizontal line.

Paul Owen
Managing Director

Date: 1 November 2024