

Handy Rubbish Modern Slavery Policy



Company Number: 14314389

Trading Name: Handy Rubbish (AM ONE LONDON LTD)

Registered Office: Unit 19, 1–13 Adler Street, London, England, E1 1EG

Website: www.handyrubbish.co.uk

Date of Issue: 01 January 2025

Valid Until: 01 January 2030 (reviewed annually)

1. Overview and Definition of Modern Slavery

1.1 Slavery, forced labour, child labour, and human trafficking are serious crimes and violations of fundamental human rights. These forms of **Modern Slavery** deprive victims of their liberty and usually involve financial or other forms of exploitation.

1.2 At **Handy Rubbish**, we conduct our business fairly, ethically, and with respect for fundamental human rights. We are fully committed to preventing all forms of slavery, forced labour or servitude, child labour, and human trafficking, both in our business and throughout our supply chains. We will not tolerate it under any circumstances.

1.3 This policy does not form part of any employee's contract of employment, and Handy Rubbish reserves the right to amend this policy at any time.

1.4 This policy applies to all individuals working for or on behalf of Handy Rubbish in any capacity, including employees, directors, officers, agency workers, contractors, consultants, volunteers, suppliers, or service providers.

1.5 The Company's designated **Anti-Slavery Officer (ASO)** is the Operations Manager, who is responsible for implementing and overseeing this policy.

1.6 Failure to comply with this policy may result in disciplinary action, including dismissal, termination of contracts, or legal action.

2. Preventing Modern Slavery in Our Business

2.1 Handy Rubbish makes appropriate checks on all employees, recruitment agencies, and suppliers to ensure that we know who is working for, or on behalf of, our company.

2.2 Handy Rubbish provides every employee with a written contract of employment and pays all employees in accordance with the law. We comply with legal obligations to ensure the health, safety, and welfare of all employees and workers, including working hours, rest breaks, and holiday entitlements.

2.3 All employees are required to confirm they have read and understood this policy. Managers will

receive additional training on recognising and addressing risks of modern slavery.

3. Suppliers

3.1 If you supply goods or services to Handy Rubbish, you must assess your business and supply chains and confirm that you comply with your legal obligations relating to modern slavery. You must be committed to ensuring that there is no slavery, forced labour or servitude, child labour, or human trafficking taking place in your business or any of your supply chains.

3.2 We may request a copy of your anti-slavery policy or equivalent statement.

3.3 If you breach this policy, or are found to have slavery or human trafficking within your business or knowingly in your supply chain, Handy Rubbish reserves the right to terminate contracts and pursue legal remedies.

4. Employees and Workers

4.1 All employees, workers, and contractors must immediately report any suspicions of modern slavery or human trafficking in Handy Rubbish's business or supply chains to the ASO.

4.2 The ASO will investigate such reports and escalate findings to the Board of Directors, recommending appropriate actions.

4.3 No employee or worker will suffer detrimental treatment as a result of reporting genuine concerns, raised in good faith, under this policy, even if the concern proves to be mistaken. If you believe you have been treated unfairly after raising a concern, you should contact the ASO or, if you are an employee, refer to our **Grievance and Whistleblowing Policies**.

Signed:

Position: Managing Director

Handy Rubbish is a trading name of **AM ONE LONDON LIMITED** (Reg. No. 14314397).
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