

# Human Rights & Anti-Slavery Policy

Slicker Recycling Limited believes that respect for human rights is fundamental to the sustainability of our business and the communities in which we operate. We are committed to ensuring that people are treated with dignity and respect.

This policy is guided by international human rights principles encompassed in the Human Rights Act, Universal Declaration of Human Rights, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

This applies to all Slicker Recycling Limited operations and our use of sub-contractors and contractors.

Our commitment will be demonstrated by achieving the following:

- **Identify, Prevent and Mitigate** adverse human rights impacts resulting from, or caused by, our activities before they occur, or if they occur through due diligence and mitigation processes.
- **Communication and Engagement** play a significant part in ensuring the views of those employed or affected by our activities are heard, their views are considered, and action is taken where appropriate. Encouraging open and honest discussion is vital in developing trust, goodwill and delivering improvement by local empowerment where possible.
- **Valuing Diversity** ensures we recognise the contributions of those we work with, in the greater community. We will not tolerate discrimination and intolerance and have provided an equal opportunity workplace for all.
- **Dedication** to ensuring our workplaces are free from discrimination, harassment based on; sex, race, colour, national or social origin, religion, age, disability, sexual orientation, political opinion. Our recruitment policy is based upon the ability to do the task by demonstrating; educational and vocational achievement, skills and experience.
- **Respecting** personal beliefs, freedom of religion, fairness and tolerance are requirements of our employees and those with which we trade.
- **Freedom** to be a union employee without fear of reprisal, intimidation, harassment or blacklisting and the ability to hold a constructive dialogue with chosen representatives in good faith.
- **Maintenance** of a safe and healthy working environment (as defined in our Occupational Health and Safety Policy) ensuring as a minimum, compliance with all relevant statute. Dedication to maintaining a productive workplace by minimising the risk of accidents and incidents, which, coupled with ease of reporting near misses, enable hazard identification, evaluation and elimination of potential risks of undesirable events, so making work safer.
- **Workplace Security** is critical to ensuring the wellbeing of our staff. We operate access systems to our sites and encourage the reporting of issues, supplemented by the use of electronic or other means of contacting our support network in the event of a security emergency arising.
- **Prohibition** of the use of forced labour, slave labour, child labour and any form of human trafficking. We operate with contracted employees aged over 18 years at all of our facilities and workplaces.
- **Ensuring** that the Company compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, hours of work, overtime and employment benefit laws.
- **Provision of Guidance** for employees relating to potential breaches of this policy and secure reporting lines to senior employees independent of existing organisational structures, where confidential discussions can be offered. Key contacts;
  - Susan Jakhu [susan.jakhu@slickerrecycling.com](mailto:susan.jakhu@slickerrecycling.com) Human Resources or
  - Steve Chalupka [steve.chalupka@slickerrecycling.com](mailto:steve.chalupka@slickerrecycling.com) Health, Safety, Environment and Quality Manager
- **Reviewing** the policy during Management Reviews to ensure it remains relevant, appropriate and effective for the organisation's needs.

Slicker Recycling Limited encourages all employees to become actively involved and to co-operate in the effective implementation of this policy to ensure success in achieving our targets.

Mark Olpin  
Managing Director  
Slicker Recycling Limited  
Effective Date from 15<sup>th</sup> July 2021



A handwritten signature in black ink, appearing to be "Mark Olpin", written over a horizontal line.