

# MODERN SLAVERY STATEMENT

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This statement sets out Textile Recycling International Limited (TRIL) actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

## INTRODUCTION

TRIL, including its subsidiary companies, recognises that it has a responsibility under the Modern Slavery Act 2015 to take a robust approach to slavery and human trafficking and we are absolutely committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

## ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

We are a market leader in textile recycling operating across the UK and Ireland. Our supply chains are predominantly based within these countries.

## RELEVANT POLICIES

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

## HR POLICY

We have zero tolerance of any threat of physical or sexual violence, harassment or intimidation against employees and their family, or close associates. Our policies are clearly defined and communicated to all employees. All our employees are treated fairly and equally, and are paid at least the national living wage. Our employees won't be forced to work in excess of the number of hours permitted in law, and normal working hours won't exceed 48 hours per week average unless the employee agrees.

## PURCHASING

The organisation is committed to conducting purchasing activities in a fair, objective and transparent manner that satisfies the requirements of accountability and internal controls including but not limited to TRIL's 'Code of Business Ethics', 'Environmental', 'Whistleblowing', 'Anti-Bribery' and 'Modern Slavery and Risk Management' policies which fulfil legal and financial obligations and effectively manages commercial risk. Our raw materials are procured exclusively in the UK and Ireland from Local Authority and other recycling centres, charity shops, schools and fashion retailers. Other products and services incidental to our operations are purchased from suppliers within the UK that demonstrate recognisable environmental, sustainable, business integrity along with Corporate Social Responsible standards including but not limited to compliance with laws and regulations, respect for human rights, labour working conditions, equal opportunities, health and safety accreditation, maintenance and promotion of information security, fair trade and acceptable corporate ethics.

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## RECRUITMENT POLICY

The organisation uses only specified, reputable employment agencies to source agency workers and always verifies the practices of any new agency it is using before accepting workers from that agency.

## WHISTLEBLOWING POLICY

We encourage all of our employees and business partners to report any concerns related to our activities including any circumstances that may give rise to a risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

## OUR VALUES

We strive to maintain the highest standards of ethical employee conduct in all our business dealings and our Code of Business Ethics makes clear to our employees the actions and behaviours expected of them when representing TRIL.