



## **AUGEAN PLC MODERN SLAVERY STATEMENT**

Augean plc (“Augean”) is an AIM listed business registered in England and Wales (registered number 5199719). We are committed to acting ethically and with integrity in all our business activities and relationships. We are fundamentally opposed to slavery and committed to understanding the risk of it and ensuring that it does not occur anywhere within our business and its supply chains.

This statement is made on behalf of Augean pursuant to section 54(1) of the Modern Slavery Act 2015 (“the Act”) and constitutes our anti-slavery and human trafficking statement for the financial year ending 31 December 2020.

### **Organisational structure, business and supply chains**

Augean is the parent company of a number of wholly owned subsidiaries which provide sustainable compliance-led waste management solutions for Britain’s more difficult to handle wastes. Augean has a workforce of approximately 300 people in the UK.

Augean operates a wide supplier and customer base, including many contractors, consultants, companies and professional advisers.

### **Policy in relation to slavery and human trafficking**

Overall responsibility for Augean’s anti-slavery initiatives is held by the Group General Counsel, Angela McGhin. Our Anti-Slavery and Human Trafficking Policy is available on request.

We have developed our Anti-Slavery and Human Trafficking Policy which states our commitment to acting ethically and with integrity in all of our business dealings and in all our relationships. Our aim is to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

The Policy sets out what we expect from our staff and our aims for our suppliers and sets out a framework for reporting concerns or issues in this area.

We also have a whistleblowing policy, which whilst not focused specifically on modern slavery, allows for a procedure for any employee or supplier to raise concerns or issues in confidence in this area.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative in relation to modern slavery, we continue to strive to, as far as is practical, monitor potential risk areas in our supply chain and protect whistle blowers.

We hope that all those in our supply chain and those that we contract with comply with our values and to try to ensure this we have implemented a supply chain compliance programme. This includes requiring all new suppliers, when completing our External Waste Controller Audit Checklist, to confirm their adherence to the Act.

### **Identifying assessing and managing risk**

Augean is based within England and Scotland, so our business activity takes place mainly across the United Kingdom. As such, we have identified that the risk of modern slavery or human trafficking impacting our business or supply chain is comparatively low. Despite this, we understand that there are some areas of our operations that are more vulnerable to modern slavery than others, particularly in relation to certain suppliers and sub-contractors for services. To address this specific risk, we aim to include an acknowledgement in all of our contracts with customers, suppliers and contractors that they understand and accept our commitment to combat modern slavery and human trafficking and to aim to also try and meet our ethical standards in this area.

### **Training**

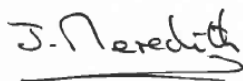
To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we carry out and refresh training to cover this area with our employees.

### **Our effectiveness in combatting modern slavery and human trafficking**

In order to measure how effective we are in ensuring that modern slavery and human trafficking is not taking place in any part of our business or supply chains we:

- Regularly review our procurement and tender processes and procedures and general contracting within the business to ensure that where possible we include references to modern slavery and human trafficking and our commitment in this area;
- Annually review our Whistleblowing Policy and Codes of Conduct to ensure they remain fit for purpose in light of the Act's requirements;
- Aim to improve the awareness of our employees, customers and suppliers regarding the Modern Slavery Act 2015, including what constitutes modern slavery and human trafficking;
- Keep key staff up to date on this area, ensuring that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains;
- Remain aware of the risk of slavery and human trafficking within our suppliers and supply chains.

This statement will be reviewed annually.

A handwritten signature in black ink that reads "J. Meredith". The signature is written in a cursive style and is underlined.

**Jim Meredith**  
**Executive Chairman**  
**March 2021**