POLICY AND PROCEDURE	MODERN SLAVERY POLICY	
VERSION 1	KWIKTIP LIMITED	2024

KwikTip Limited is committed to operating ethically and with integrity in all aspects of our business. We have a zero-tolerance approach to modern slavery, including slavery, servitude, forced labour, and human trafficking. This policy outlines our commitment to preventing and mitigating the risks of modern slavery within our own operations and throughout our supply chain.

Scope:

This policy applies to all employees, contractors, agents, suppliers, and other business partners of KwikTip Limited.

Policy Statement:

- Commitment: We are committed to upholding the highest standards of ethical conduct and respecting the human rights of all individuals who work for us or on our behalf.
- Zero Tolerance: We have a zero-tolerance policy for modern slavery in any form. We will not engage with any individual or organization involved in modern slavery practices.
- Due Diligence: We will conduct due diligence on all suppliers and business partners to assess their risk of modern slavery and take appropriate action to mitigate such risks.
- Transparency: We will be transparent about our anti-slavery efforts and report on our progress in line with relevant legislation and best practices.
- Training: We will provide training to our employees and management on modern slavery to raise awareness and equip them to identify and report potential issues.
- Grievance Mechanism: We will have a clear and accessible grievance mechanism for reporting suspected modern slavery. All reports will be treated confidentially and investigated thoroughly.
- Collaboration: We will work collaboratively with other organizations and stakeholders to combat modern slavery in the waste management industry.

We will implement this policy through the following actions:

- Develop and maintain a risk assessment: We will conduct regular risk assessments to identify and prioritize areas where we are most at risk of encountering modern slavery.
- Develop and implement a due diligence process: We will have a documented due diligence process to assess the risks of modern slavery in our supply chain.
- Include anti-slavery clauses in contracts: We will include clauses in our contracts with suppliers and other business partners requiring them to comply with our anti-slavery policy and relevant legislation.

- Monitor and audit: We will monitor and audit our operations and supply chain to ensure compliance with this policy.
- Report and remediate: We will report any suspected instances of modern slavery to the relevant authorities and take appropriate action to remediate any identified issues.

Review and Update:

This policy will be reviewed and updated regularly to reflect changes in legislation, best practices, and our business operations.

Contact:

If you have any questions about this policy or suspect any instances of modern slavery, please contact:

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