

FIRST MILE LIMITED

Modern slavery and Human trafficking

Statement of Intent

This statement outlines First Mile's actions to understand all potential modern slavery risks related to our operations and to implement steps aimed at ensuring no slavery or human trafficking occurs within our business or supply chains. This statement relates to our activities during the financial year 8 January 2024 to 7 January 2025.

As part of the waste and recycling industry, we recognise our responsibility to take a robust approach to tackling slavery and human trafficking. We are absolutely committed to preventing these crimes within our business activities and ensuring our supply chains remain free from them.

Organisational structure and supply chains

We offer a business waste and recycling collection service, with our Head Office and all trading outlets located in the UK. Our supply chains encompass the collection of non-hazardous commercial waste. We aim to help businesses recycle as much of this material as possible by sorting and sending it to our UK partners for further processing.

Our policy on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships. We implement and enforce effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

Due diligence

The organisation undertakes due diligence when considering new suppliers and regularly reviews existing ones. This involves:

- Operating licensed premises to ensure optimal control of the work environment.
- Establishing policies and procedures to guarantee continual adherence to all relevant laws and regulations.
- Our technically competent management operating in accordance with recognised accreditations. Our staff training raises awareness and helps tackle slavery and human trafficking.
- Where possible, we build long-standing relationships with established suppliers and customers, making our expectations for business behaviour clear.
- For national or international supply chains, our point of contact is preferably with a UK company. We expect these entities to have suitable anti-slavery and human trafficking policies and processes.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business, we will provide training to relevant staff members. All Directors have already been briefed on the subject.

Our values

We have zero tolerance for slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

This statement has been approved &

authorised by: Name: Bruce Bratley

Position: Chief Executive

Date: 08/01/2024

Review date: 08/01/2025

Signature:

A handwritten signature in blue ink, appearing to read 'Bruce Bratley', is positioned below the 'Signature:' label.