



# Anti-Slavery and Human Trafficking Policy

Clear-A-Way ltd provides Skip and recycling solutions to the waste industry. Based in Basildon, Essex and employ around 40 people.

## 1. Purpose

Clearaway Recycling is committed to ensuring that modern slavery, human trafficking, child labour, and all forms of exploitation have no place in our business or supply chains. This policy outlines our approach to preventing such practices in accordance with the UK Modern Slavery Act 2015.

## 2. Scope

This policy applies to all employees, contractors, suppliers, and any other third parties working with or on behalf of Clearaway Recycling.

## 3. Our Business and Structure

Clearaway is a medium sized family business operating in the waste industry in Essex, specialising in recycling, skip hire, etc, we take our ethical and legal responsibilities seriously.

## 4. Our Commitment

We are committed to:

- Acting ethically and with integrity in all our business dealings.
- Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chain.
- Continually reviewing our practices to prevent any form of exploitation.

## 5. Risk Assessment and Due Diligence

Given the nature of our business, we consider the risk of modern slavery within our direct operations to be low. However, we recognise risks may exist within our supply chains, particularly where services, materials, or subcontracted labour are involved.

To mitigate risk, we will:

- Work with reputable suppliers who uphold similar ethical standards.
- Conduct basic due diligence when onboarding new suppliers or contractors.
- Monitor labour conditions, especially for temporary, agency, or migrant workers.

## **6. Supplier and Contractor Expectations**

We expect all suppliers and contractors to:

- Comply with the Modern Slavery Act 2015.
- Provide safe working conditions.
- Not use forced, bonded, or involuntary labour.
- Not employ children in violation of international labour standards.
- Cooperate with any investigations related to modern slavery concerns.

## **7. Employee Responsibilities**

Employees are encouraged to report any concerns related to modern slavery or human trafficking within any part of our operations or supply chain. Concerns can be reported to a line manager or directly to the company director.

All reports will be taken seriously, investigated, and appropriate action taken.

## **8. Training and Awareness**

We will ensure employees understand the signs of modern slavery and know how to raise concerns.

## **9. Monitoring and Review**

This policy will be reviewed annually and updated as needed to reflect changes in legislation or business operations.

The next policy review date is 18/08/2026.

Signed: 

Paul Whitehair – Proprietor