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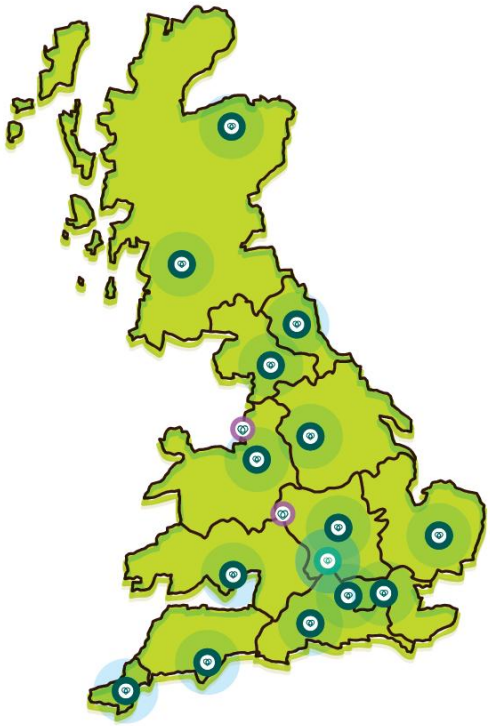
Olleco Modern Slavery Statement

Introduction

As part of our overall ethos of conducting ourselves in an ethical manner at all times, Olleco commits to continuing to develop and adopt a proactive approach to the tackling of Modern Slavery and hidden labour exploitation in its workplaces and labour force. This statement is made in relation to the Modern Slavery Act 2015 and provides details of our commitment and activity in relation to the prevention of modern slavery and ensuring there is no slavery in our operations or supply chain.

Coverage

This applies to all of the Olleco depots and plants across England, Scotland, and Wales



About Olleco

We provide the food and hospitality sectors with a range of services designed to help them to tackle the climate emergency by converting their waste resources into renewable energy. Olleco is the renewables arm of ABP Food Group and has grown to become the UK's leading supplier of premium cooking oils and fats as well as its largest collector of used cooking oil and food waste.

Employing over 1000 people, at 19 sites strategically located throughout the UK and Ireland, we service over 50,000 catering establishments. We convert the used oil we collect into renewable fuels while the food waste is transformed into biomethane, electricity, heat and organic fertiliser.

In addition to a comprehensive network of local depots, we operate three used cooking oil bio-refineries, a biodiesel plant, a bulk liquid storage facility and three anaerobic digestion (AD) plants with support from a wider network of licensed AD facilities.

We are one of the UK's most progressive circular economy companies. We help food and hospitality businesses address some of their biggest environmental challenges and ensure a sustainable future for our planet.

Identifying and tackling risk

Olleco operates in an industry with a moderate risk of modern slavery and exploitation due to the high level of temporary labour and the transient nature of the workforce. At Olleco our risk is lower than considered normal for our industry as a result of our long serving colleagues, and our limited use of temporary labour.

Despite the low risk level, we remain vigilant to this issue and undertake a number of activities to identify any evolving risks and ensure that our approach remains suitable and effective.

We participate in a number of external audits and accreditations including the GLAA and Sedex.

We have a number of provisions in place to combat modern slavery.

Policies and procedures – we have a range of policies and procedures in place which support the identification and prevention of modern slavery including:

- Code of conduct
- Ethical policy
- Whistleblowing policy
- Domestic temporary labour supplier audit and associated workflow
- Process in place to secure approved supplier status
- Recruitment policies and procedures

These emphasise our values and outline the rights and responsibilities for our managers and employees. They are all regularly reviewed by senior management.

Training and awareness – we have a robust, multilingual programme to enable all colleagues to identify signs, act appropriately, and to prevent modern slavery:

- Mandatory training is delivered on a regular basis to all colleagues, both via e-learning and in person. This topic is covered in both dedicated training, and in other training interventions such as recruitment training.
- Awareness is raised with posters, newsletter articles and other communication mechanisms

Multiple routes are available and promoted to report concerns including line management, HR, specialist external bodies and our third-party whistleblowing hotline.

We also have colleague voice forums and a Multilingual employee assistance programme to support our commitment to exploitation free operations and supply chains.

Olleco sees excellence in this area as a continually evolving journey and works with the ENEI, the GLAA Stronger Together and Sedex to access expertise in this area, to continue to build our own capability and understanding and enable us to ensure our approach evolves.

Commitments and performance measures

Olleco commits to:



1. Raising awareness of this threat to individual freedom to all employees throughout every depot. This will continue through our communication programme
2. Continue to provide regular training to all employees regarding modern slavery, how to spot it and what action to take if suspicions are raised
3. Ensure that the HR department and any hiring managers are aware that job candidates should not be paying a third party to help find work. The Company does not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee. This is confirmed in all associated contractual arrangements which are reviewed at regular intervals to ensure this remains the case
4. Key suppliers are asked to confirm their compliance with Modern Slavery provisions and commercial agreements will contain provisions confirming this
5. Olleco positively encourages and supports workers to report any suspicions of exploitation through the appropriate channels. These include raising concerns with line managers, advising HR, using the Employee Assistance Programme or using the whistleblowing hotline which can be done anonymously
6. In official meetings we offer translator services to individuals who are not comfortable communicating in the English language to minimise the risk of control and power being exerted over these individuals by others
7. Robust right to work checks are completed and HR records are audited for indicators of exploitation as highlighted by Hope for Justice. If these indicators are identified, they are fully investigated and appropriate action taken

Responsibility

The identification and eradication is the responsibility of every member of the Olleco team, however, all managers and supervisors have an ethical and moral responsibility, which is reinforced by our policies and procedures, to ensure that any labour exploitation of any kind is reported to HR, duly investigated, and eradicated.

Overall responsibility for the Modern Slavery policy and associated activities lies with the Chief People Officer, with the support of the Executive team, the HR team, managers, supervisors, and all colleagues across the organisation.

Tanya Fisher

Tanya Fisher
Chief People Officer