

## 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.

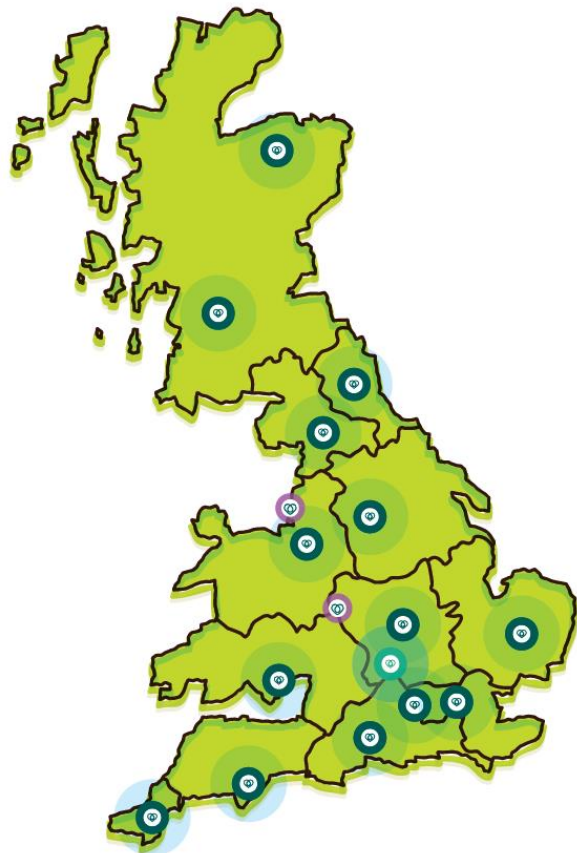
### Responsibility

The overall responsibility for the Modern Slavery policy and associated activities lies with the Group HR Director, with the support of the HR team, managers, supervisors and all colleagues across the organisation.

All managers and supervisors at Olleco have an ethical and moral responsibility to ensure that any labour exploitation of any kind is reported, duly investigated and eradicated.

### Coverage

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



## Commitments

### Olleco commits to:

1. Raising awareness of this threat to individual freedom to all employees throughout every depot. This will be through posters and newsletter articles.
2. Provide training to all line managers 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 will not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee. This will be confirmed in all associated contractual arrangements which will be 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. Positively encourage and support workers to report any suspicions of exploitation through the appropriate channels. These include raising concerns with line managers, advising HR or using the whistleblowing hotline which can be done anonymously. (See whistleblowing policy for further details).
6. In official meetings we will 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. Audit HR records for duplicate details which are highlighted by Hope for Justice as potential indicators of concern and investigate these when they occur.

