

**HR06**

# Modern Slavery Statement and Policy

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# Introduction

## Purpose

The purpose of this policy is to facilitate a clear and consistent message about modern slavery. To call out and disassociate Recycal from anything to do with or associated with Modern Slavery.

## Scope

This policy applies to all Recycal employees, contractors and suppliers.

## Responsibilities

Recycal employees, contractors and suppliers responsibilities to ensure the following does not occur:

- forced labour
- child labour
- debt bondage
- human trafficking
- abuse of minimum requirements for minimum living wage
- discriminatory employment practices.



# General Statement of Policy

## General Statement

Recycal is opposed to all forms of slavery and forced labour in its operations and the operations of its suppliers. It values its relationship with key stakeholders by working together to achieve mutually positive outcomes and to assist, wherever possible, in building integrated communities, which protect the environment and which strengthen the broader global economy.

## Commitments and Guiding Principles

Recycal recognises the importance of protecting human rights and is committed to protecting the rights of all people including its employees, the communities in which the company operates, those who may be impacted by its activities, its customer and those within its supply chains.

Within the global markets in which it operates there is the potential for major human rights abuse. Modern slavery has the potential to exist in a number of forms both through its customer and supply chain through a variety of circumstances including:

- forced labour
- child labour
- debt bondage
- human trafficking
- abuse of minimum requirements for minimum living wage
- discriminatory employment practices

Our internal policies and procedures are geared to ensure, directors, employees, contractors, suppliers and business partners adhere to maintaining high standards of equity and fairness in their business and personal dealings. Through contractual arrangements and procurement principles, agents, contractors, and suppliers are expected to comply with our Code of Conduct and Integrity, and Human Rights Policy. The company's standard terms and conditions also require minimum standards in ethical business practices and behaviour, safety and environment.

## Minimum Standards and Compliance

Suppliers are being asked to sign and supply a statutory declaration (or equivalent) representing an understanding that they will work diligently to eradicate slavery from their organisation and supply chain. This requirement to comply will become an integral part of all our negotiations and discussions with customers and key suppliers. Good corporate governance is the cornerstone of the sustainable success of Recycal. It contributes to value creation and positive outcomes for all stakeholders. Our human rights and slavery policy are an important part of our ongoing commitment to meet the high standards of the law and the expectations of the community. The company believes that such processes and procedures in relation to this important area, once understood will minimise the potential exposure to human rights abuses.



# Implementation

## Breach of this Policy

Failure to comply with the principles of this policy, or of the supporting procedures and forms, could result in appropriate disciplinary actions, suspension, termination of employment (dismissal) or termination of contracts and agreements.

## Policy Review

This policy will be reviewed annually or as required to reflect changes in business practice or legislation.

## Authority and Responsibility

This policy is issued under the authority of the Chief Executive Officer of Recycal .

## Document

A copy of this policy will be available to each worker, contractor and supplier upon commencement of working for or with Recycal.

Doug Rowe  
Chief Executive Officer  
Date: 21st July 2023



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