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Dorset Road, Sheerness
Kent ME12 1LT

CDDL Recycling Ltd

Modern Slavery and Human Trafficking Policy

1. Policy Statement
CDDL Recycling Ltd is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We uphold the highest ethical standards and comply with the UK Modern Slavery Act 2015, ensuring transparency in our operations and partnerships.

We take a zero-tolerance approach to modern slavery, servitude, forced labour, and human trafficking and expect the same commitment from our employees, suppliers, contractors, and business partners.

2. Scope
This policy applies to all employees, agency workers, contractors, suppliers, and any other business partners associated with CDDL Recycling Ltd.

3. Responsibilities
- The **Board of Directors** has overall responsibility for ensuring compliance with this policy.
- The **Compliance Team** is responsible for implementing and monitoring the effectiveness of the policy.
- All **employees and suppliers** must adhere to this policy and report any concerns regarding modern slavery.

4. Due Diligence and Risk Assessment
CDDL Recycling Ltd will:
- Conduct risk assessments to identify and address potential areas where modern slavery may arise.
- Vet new suppliers and contractors through rigorous onboarding checks.
- Require suppliers to adhere to our ethical procurement standards.
- Conduct audits and assessments to ensure compliance with anti-slavery principles.

5. Training and Awareness
We provide training to employees to help them recognise signs of modern slavery and human trafficking. We also ensure that relevant stakeholders in our supply chain are informed of their obligations under this policy.

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6. Reporting and Whistleblowing

Any concerns regarding modern slavery must be reported immediately to management or through our confidential whistleblowing procedure. Reports will be investigated promptly, and appropriate action will be taken.

7. Compliance and Monitoring

- We review and update this policy annually to ensure its effectiveness.
- Non-compliance may result in termination of contracts or disciplinary action.
- We will work with law enforcement and relevant authorities where necessary.

8. Review and Approval

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

This Policy has been approved and authorised by:

Name:	Tony Hughes
Position:	Managing Director
Date:	1st November 2025
Due for Review by:	31st October 2026
Signature:	