

Modern Slavery and labour exploitation policy

Cory is one of the UK's leading resource management, recycling, and energy recovery companies. We operate one of the largest Energy from Waste (EfW) facilities in the United Kingdom on the banks of the River Thames in London. We have a unique river-based infrastructure, transporting London's waste on our fleet of barges and turning it into sustainable energy.

Modern slavery and labour exploitation:

Modern slavery is the illegal exploitation of people for personal or commercial gain and covers a wide range of abuse and exploitation including forced labour, bonded labour, sexual exploitation, domestic servitude, and criminal exploitation. The act ultimately involves one person or group of persons depriving another person of their freedom, for their personal or commercial gain.

Hidden labour exploitation is exploitation of job applicants and workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators, with victims, if they perceive of themselves as such, reluctant to come forward.

Modern slavery is an indefensible and unacceptable violation of a person's basic human rights.

Cory's commitment is to:

- Continually assess, and address, the risk of modern slavery and third-party labour exploitation in our business and supply chain.
- Operate with the highest standards of integrity, openness, and accountability in all our business activities and relationships.

To achieve our commitments, we will:

- Monitor the risk of modern slavery and third-party labour exploitation in our business through annual risk assessments.
- Conduct thorough due diligence on potential suppliers, labour agencies & sub-contractors.
- Include modern slavery checks in our supplier onboarding process and compliance requirements in contracts.
- Carry out modern slavery audits of suppliers who we consider having a higher risk of the presence of modern slavery and labour exploitation.
- Provide training to relevant staff members on the prevention of modern slavery and third-party labour exploitation.
- Enforce robust recruitment processes.
- Have clear internal reporting processes and a well-communicated supporting whistleblowing policy (any employees with a concern should speak to their line manager, general manager or contact the General Counsel. Concerns can also be reported to our independent, confidential whistleblowing service SeeHearSpeakUp on 0800 056 2539 or report@hearspeakup.co.uk.)
- Continue to ensure transparency in our approach to tackling modern slavery throughout our business and supply chain.

COMMUNICATION & REVIEW

This Modern Slavery Policy applies to all Cory operations and is communicated to all Cory employees and relevant stakeholders. It will be reviewed on a regular basis to ensure it remains compliant with relevant legislation, and current company strategy.



Dougie Sutherland
Chief Executive Officer

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