

MODERN SLAVERY STATEMENT

Modern Slavery Statement 2018

The Cory Riverside Energy Group acknowledges its responsibilities in relation to the Modern Slavery Act 2015 and fully supports the Government's objective to eradicate modern slavery and human trafficking.

Modern slavery is an indefensible and unacceptable violation of a person's basic human rights. At Cory Riverside Energy, we recognise our moral and social responsibility to eliminate modern slavery and human trafficking within our business and supply chain. We also recognise the need to ensure that our suppliers adopt similar business practices to protect vulnerable workers and help prevent and remedy severe human rights violations in the UK and abroad.

Cory Riverside Energy is committed to ensuring that, so far as we are able, our business and supply chains are free from modern slavery and human trafficking

Evaluating our progress

During 2018, we have helped eliminate the risk of modern slavery and human trafficking from our business and supply chain by undertaking the steps outlined below.

We held workshops to inform senior managers of the actions we have taken to eliminate modern slavery and human trafficking from our supply chain and to set new future commitments.

We expressly included the risk of modern slavery and human trafficking in our Group Company Risk Register. This also ensures accountability of the senior management team to the Group Board of Directors.

We updated our standard terms and conditions to require that all our suppliers have and maintain their own modern slavery policies and procedures. To strengthen this requirement, we updated our 'New Supplier Forms' so that our

business is reminded to check whether a supplier has provided a modern slavery act statement or questionnaire before engaging the supplier.

We continued to encourage our suppliers and contractors to adopt the same high ethical standards to which we operate. Following our 2017 contractor agency audit (detailed in our 2017 Modern Slavery Statement), we reviewed the modern slavery training materials used by the agency. From our review, we confirmed that the agency continued to provide comprehensive training to their workers. We also audited one of our largest physical works contractors. Our audit revealed that:

- Their modern slavery statement is supported by senior management and their board of directors
- They have implemented positive actions to eliminate the risk of modern slavery and human trafficking in their business and supply chain
- They do not use zero-hour contracts
- They abide by Working Time Regulations
- They positively responded to feedback that we provided on opportunities for continuous improvement

Future Commitments

We believe there is always an opportunity for continuous improvement in our commitment to uphold the principles and requirements in the Act. Going forward we are committed to:

- Continuing to identify and evaluate the risks of modern slavery and human trafficking within our business and supply chain
- Auditing our suppliers who work in industries that are most exposed to the risk of modern slavery and human trafficking. For example, our cleaning companies, clothing supply companies, and suppliers based outside the UK
- Continuing to check that our suppliers have a modern slavery statement demonstrating a clear commitment to eliminating modern slavery and human trafficking. Suppliers who do not meet this requirement must otherwise give evidence of their commitment by completing our modern slavery questionnaire
- Updating our contractor induction documents to inform contractors about the risk of modern slavery and human trafficking and to explain how they can act to help eliminate this risk
- Training our employees to identify modern slavery and human trafficking, raise issues and take suitable action to help eliminate these practices

- Ensuring transparency in our approach to tackling modern slavery throughout our business and supply chain

Communication

This statement is communicated to all Cory Riverside Energy employees and is made publicly available on our corporate website.

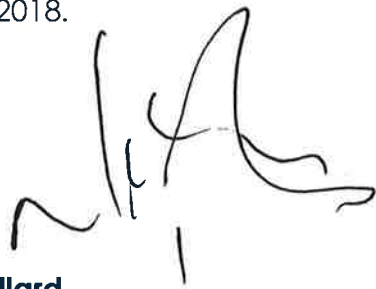
Group Statement

This Modern Slavery Act Statement is adopted by each company member of the Cory Riverside Energy Group.¹

Board Approval

This statement is approved by the Cory Riverside Energy Board of Directors, who will review and update it on a regular basis to ensure it remains compliant with the Modern Slavery Act 2015 and current company strategy.

This statement is made pursuant to section 54(1) of the Act and constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2018.



Nicholas Pollard
CEO Cory Riverside Energy Group

¹ The Cory Riverside Energy Group comprises Cory Topco Ltd; Cory Holdco Ltd; Denmark Topco Ltd; Denmark Holdco Ltd; Viking Consortium Acquisition Ltd; Cory Riverside Energy Finance Ltd; Cory Riverside Energy Holdings Ltd; Cory Riverside (Holdings) Ltd; Cory Environmental Holdings Ltd; Riverside Resource Recovery Ltd; Riverside (Thames) Ltd; Cory Environmental Ltd; Cory Ship Repair Services Ltd; and Riverside Energy Park Ltd.