

# 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 through to sexual exploitation and domestic servitude. The act ultimately involves one person or group of persons depriving another person of their freedom, for their personal or commercial gain. Modern slavery and labour exploitation are an indefensible and unacceptable violation of a person's basic human rights.

The types of modern slavery that can occur in business operations and supply chains are:

- Forced labour: a person involuntarily carries out work or a service under the threat of penalty.
- Bonded labour: a person carries out work or a service to repay a debt or a loan.
- Child labour: illegal and/or exploitative employment of children that deprives them of their childhood, dignity, and their development.

Modern slavery practices are designed to be well-hidden, and victims find it difficult to self-identify and speak up. At Cory, we believe that it is therefore the duty of businesses, employees, and other stakeholders to raise any concerns.

Cory recognises that the extent of labour exploitation can vary, and we consider all types of exploitative practices which could take place in our operations and supply chain as we continually assess and implement our modern slavery and labour exploitation identification and prevention programme.

## Cory's commitment is to:

- Continually assess, and address, the risk of modern slavery and 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.
- Support and protect people who raise genuine concerns, thoroughly investigate all concerns of modern slavery and labour exploitation and support people affected.

## To achieve our commitments, we will:

- Monitor the risk of modern slavery and third-party labour exploitation in our business through annual risk assessments.
- Include modern slavery checks in our supplier onboarding process and compliance requirements in all contracts.
- Conduct due diligence and carry out modern slavery audits of suppliers and sub-contractors (including labour agencies) who we consider having a higher risk of the presence of modern slavery and labour exploitation.
- Provide training to 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](mailto: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 and Labour Exploitation 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.

