

MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

“ To work in a way that ensures slavery and human trafficking does not exist

EMR aims to be the global leader in the provision of sustainable materials. We endeavour to do this by having the best people servicing our customers with dependable, real-world recycling solutions. Our core business is recycling large quantities of metals and other valuable commodities from a range of post-consumer, municipal and industrial sources.

We recognise that, without suitable systems and due diligence in our business and supply chains, there is a risk that slavery and human trafficking can go unnoticed. We are therefore committed to implementing effective systems that ensure this does not happen.

EMR's Senior Leadership will demonstrate commitment to this principle and will ensure that all our colleagues are aware of these objectives through the delivery of systems, training and internal communications.

We will

- **Establish a governance team**

- **Provide internal training and awareness**

To ensure a high level of understanding of the risks of slavery and human trafficking in our supply chains and our business, we will provide training to our staff and encourage them to raise concerns about any issue or suspicion of any such activity in our own business or in the supply chain at the earliest opportunity.

- **Implement strong preventative systems and procedures in our supply chains**

Our supply chains include our customers that supply to us, customers that we supply to and suppliers that provide goods and services.

Throughout the supply chain we will adopt a risk based approach to ensure our values are upheld. Specifically we will:

- Identify and assess potential risk areas in our supply chains
- Take steps to mitigate the risk of slavery and human trafficking occurring in our supply chains
- Have robust 'know your customer and supplier' procedures in place
- Have appropriate contractual terms with all parties in our supply chain
- Establish an escalation process for reporting concerns
- Continually monitor potential risk areas in our supply chains
- Continually review our preferred suppliers of agency and temporary workers

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes EMR's modern slavery and human trafficking statement.

This policy will be displayed in every depot, communicated to everyone working for or on behalf of EMR and displayed on our website.

This statement is signed by the Group Chief Executive Officer on behalf of the Board and the Executive Management Team to demonstrate the commitment of the Company and operationally to this goal.



Chris Sheppard
Group CEO

January 2018



Joe Balzano
CEO, USA

January 2018