

Anti- Slavery and Human Trafficking

At ESS Ltd we take our responsibility to manage the way our business affects people and communities seriously.

This policy applies to all individuals who are employed by, or carry out work on behalf of, ESS Ltd, including contractors, temporary staff and suppliers.

The purpose of our policy is to make clear to all employees and customers what we mean by our Anti- Slavery and Human Trafficking Policy and how we propose to work towards achieving it.

Enviroclear Site Services Ltd, is committed to complying with existing national and/or local laws and regulations including but not limited to those related to slavery, human trafficking, labour immigration and health and safety and the environment.

Definitions:

Human Trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

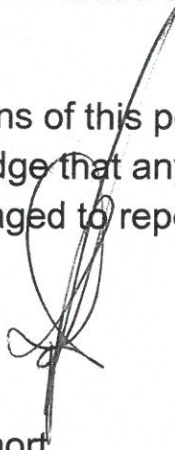
Forced Labour: All work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

Harmful Child Labour: Consists of the employment of children that is economically exploitative, or is likely to be hazardous to or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

ESS Ltd conducts annual supplier reviews which will include but are not limited to labour, quality assurance and good practices.

ESS Ltd will promptly and thoroughly investigate any claims or indications that a supplier is engaging in human trafficking or slave labour.

Violations of this policy can be reported confidentially, if you have knowledge that any of these standards are being violated you are encouraged to report the issue.



Mr N Short

Director

23rd June 2017