

Anti-Slavery Policy

This Policy applies to all members, employees, agents, consultants, and those parties in our supply chain, wherever in the world they operate. Any reported breach of this Policy will be investigated and may lead to disciplinary action which subsequently could result in employee dismissal. In the case of a report regarding a supplier, this will be investigated and if found to be founded in fact, will result in the supplier being permanently removed from our supplier list.

Responsibility for reporting incidents of slavery

The detection and reporting of slavery are the responsibility of all of us. You should raise any concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage. Suitable channels of communication by which you can report confidentially any suspicion of slavery are detailed in firm's Whistleblowing Procedure.

It is our approach to comply with all laws and regulations relevant to our business in all countries where we operate. Following the implementation of the Modern Slavery Act 2015, other applicable ethical standards and fundamental human rights set out in ILO/UN Guiding Principles.

Assured Environmental Services Limited is committed to maintaining and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our own business or in any of our supply chains.

Modern slavery is criminal activity and a violation of human rights. The deprivation of a person's liberty by another in order to exploit them for personal or commercial gain is unacceptable. For these reasons, slavery and human trafficking is a matter of zero tolerance at Assured Environmental Services Limited.

Employees

All employees will be subject to checks to ensure they are legally allowed to work within the UK to ensure all employees are protected under UK law. Any employee that is highlighted as being at risk of exploitation will receive the full support of the Company.

Non-Employees, Labour-Only Subcontractors and Agency Staff

Assured Environmental Services do not use Sub-Contractors for work.

However, all persons who directly carry out work for Assured Environmental Services Limited will be afforded the same protections set out within this policy. All non-employee workers will be checked for their eligibility to work within the UK. Any staffing agency used by Assured Environmental Services Limited will have to supply their own Anti-Slavery statement before any business is carried out.

All staff involved in the engagement of suppliers must communicate our zero-tolerance approach to all prospective parties at the outset of our business relationship and monitor our approach as appropriate thereafter. We may terminate our relationship with third parties engaged with us if they are proven to have acted contrary to this Policy.

Signed: 

Alistair McEntyre
Managing Director
May 2025