

Modern Slavery & Human Trafficking Statement

for Financial Year 2018 – 2019



Continually striving to achieve the highest standards of quality, safety and environmental care every minute, every day.

Drainage, waste management and recycling specialists

MTS Cleansing Services Limited Modern Slavery & Human Trafficking Policy Statement

MTS Cleansing Services Limited is committed to driving out acts of modern day slavery and human trafficking within its business, and from within its supply chains, including sub-contractors, and partners.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and this statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out steps that we, MTS Cleansing Services Limited take to ensure that slavery and human trafficking is not taking place within the company and with the supplier chain for goods and services.

Our Business

MTS Cleansing Services Limited is a private family run business supplying services within the liquid waste industry and operates within the United Kingdom only. MTS Cleansing Services Limited employs over 400 people across 7 depot locations from the South East of the country up to an including the Midlands area. MTS Cleansing Services Limited works with all the major water utilities companies and has contract with numerous construction bodies.

Our Supply Chain

We have a supply base of around 100 suppliers, the majority of which are based in the UK and we use suppliers to provide a variety of industry related goods and services.

Our Slavery Policy

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Modern Slavery and Human Trafficking Policy which reflects our commitment to acting ethically and with integrity in all our business relationships and to enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.
2. Recruitment policy. We operate a strong recruitment policy, including conducting right to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy that encourages employees to report any wrongdoing as soon as possible with the knowledge that their concerns will be taken seriously and confidentiality will be respected.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect employees to act.

Due Diligence processes

As part of the company due diligence processes concerned with slavery and human trafficking the company supplier approval process incorporates reviews of the controls undertaken by suppliers. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management controls required for supplies from these sources will be closely scrutinised and monitored.

Measuring effectiveness and Risk Assessment

We have in place a risk management process that identifies, assesses, monitors and reports on the Company's compliance risks. We will know the effectiveness of the steps that we are taking to ensure slavery and/ or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified.

Training

The company Directors and senior management have been assigned the responsibility for implementing this policy statement and its objectives, and will provide adequate resources, training and investment to ensure that slavery and human trafficking is not taking place within the company or within its supply chains.

As part of our internal and external communication procedures and staff training programmes, it is ensured that this policy, and associated other information, is communicated, understood, implemented and maintained at all levels within the organisation.



Managing Director
MTS Cleansing Services Limited

A copy of the Modern Slavery Act 2015 is made available to all staff.

Breaches of this policy and associated procedures may lead to disciplinary action.

This policy is reviewed annually by top management to ensure its continuing suitability, and at other times, following any changes to the Company organisational structure, business activities or procedures related to information modern slavery and human trafficking.

This policy is available to interested parties, including the general public.

Antony Crust