



MODERN SLAVERY AND HUMAN TRAFFICKING – POLICY STATEMENT

4R Group is committed to meeting the aims of the Modern Slavery Act 2015.

We strongly oppose slavery and human trafficking in our supply chains, including sub-contractors, partners or any part of our business.

We would never knowingly engage with suppliers or contractors involved in slavery or human trafficking.

Our Anti-Modern Slavery Policy sets out our commitment to acting ethically and with integrity in our supply chain arrangements, and the safeguards we have implemented to require that our suppliers and contractors to comply with the Modern Slavery Act.

As part of our procurement process, any potential contractor or supplier will be required to confirm that they comply with the Modern Slavery Act and, if appointed, we will require them to pass down the requirements we place on them to any sub-contractors they use to provide services to 4R Group

Our Human Resources Department maintains recruitment policies to protect against slavery and/or human trafficking in any of our own operations.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Management Systems, compliant with the requirements of ISO 9001:2008, ISO 14001:2004 and OHSAS 18001:2007.

The implementation and operation of these management systems underlines our commitment to this policy and that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company's activities.

A handwritten signature in black ink that reads 'MHolt'.

Mike Holt
Director

January 2018