

Geesink Norba Ltd: Modern Slavery & Human Trafficking Policy Statement

Introduction

This Statement sets out Geesink Norba Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

As part of the waste collection vehicle industry, the Company recognizes that it has a responsibility to take a robust approach to slavery and human trafficking.

The Company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organizational structure

Geesink Norba Ltd is waste collection vehicle sales and service organization, who works nationally as one of the main suppliers in the waste collection vehicle industry.

Relevant policies

The Company operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Ethics Policy:** An ethical business is one of Geesink Norba's core principles, which is set out in this policy to show the Company's commitments to follow ethical business practices. The Company will not tolerate any wrongdoing or impropriety at any time, including any form of modern slavery. The Company will take the appropriate measures to act quickly in correcting issues if the ethical code is broken. This policy applies to employees, suppliers, consultants and any other workers who provide services.
- **Whistleblowing Policy:** The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the Company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can complete our confidential disclosure form.
- **Employee code of conduct:** The Company's code makes clear to employees the actions and behavior expected of them when representing the organization. The Company strives to maintain the highest standards of employee conduct and ethical behavior when operating and managing its supply chain.
- **Health and safety Policy:** The policy clearly indicates that all employees, visitors and other workers are to cooperate with Geesink Norba in the implementation of this policy by "constantly improving health & safety standards through the compliance of all relevant statute" including the Modern Slavery Act 2015.
- **Recruitment Selection Policy:** The Company only uses specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Due diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chain, we have adopted the following due diligence procedures:

- We require from our suppliers, before appointing them, detailed information of any plans in place in the event labour right concerns are identified in their supply chain
- We have in place systems and policies to encourage the reporting and the protection of whistle blowers.

Learning

We invest in educating our employees to recognize the risks of modern slavery and human trafficking in our business and supply chains. We encourage our employees to identify and report any potential breaches of the Company's policies. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicating these from our business and supply chains.

Sign-off

This statement is made in accordance with section 54(1) of the Modern Slavery and Human Trafficking Act 2015.

Ruurd de Jong
Director