



Modern Slavery Policy 2024/25

Introduction

We are committed to improving our practices to combat slavery and human trafficking.

Organisation structure and business

Phoenix Environmental Management Ltd provides a host of waste disposal options for customers across residential, commercial and corporate industries. The company currently engages 16 employed staff, and is ever growing. Our head office is based in Boreham on the outskirts of Chelmsford in Essex. The company operates nationally.

Phoenix Environmental Management Ltd guidance on Modern Slavery is to:

- Comply with legislation and regulatory requirements.
- Make suppliers and service providers aware that we promote the requirements of the legislation.
- Consider modern slavery factors when making procurement decisions.
- Develop awareness of modern slavery issues through training.

We will:

- Ensure all company employees have been provided with and have received current copies of the company's Employee Handbook, which sets out current company policies consistent with-it ensuring compliance with regards to modern slavery
- Aim to include modern slavery conditions or criteria in specification and tender documents wherever possible.
- Encourage suppliers and contractors to take their own action and understand their obligations to the new requirements.
- Provide awareness training for all our employees.

Phoenix Environmental Management Limited staff must:

Contact and work with our procurement managers when looking to work with new suppliers, as appropriate, to ensure relevant checks regarding the abovementioned objectives have been undertaken.

Procurement staff will:

- Where appropriate, aim to check and draft specifications to include a commitment from suppliers to support the requirement of the Act.

- Will not award contracts to suppliers who do not demonstrate their commitment to ensuring that slavery and human trafficking are not taking place in their own business or supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Slavery and Human Trafficking statement for the purposes of the Act.

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