

Modern Slavery Policy

At HF Recycle Limited, we are committed to combating modern slavery and human trafficking in all its forms. We recognise our responsibility to ensure that our business operations and supply chains are free from any kind of forced labour, child labour, human trafficking, or other exploitative practices. This policy outlines our commitment to preventing modern slavery and our approach to addressing this issue.

Policy Statement:

1. **Compliance with Laws:** HF Recycle Limited will comply with all applicable laws and regulations related to modern slavery, including the Modern Slavery Act 2015 in the United Kingdom.
2. **Transparency and Accountability:** We will maintain transparency and accountability throughout our organisation and supply chains, ensuring that everyone involved understands and upholds our commitment to eradicating modern slavery.
3. **Risk Assessment:** We will conduct regular risk assessments to identify potential risks of modern slavery within our operations and supply chains. This will include evaluating our business partners, suppliers, contractors, and other entities we engage with.
4. **Due Diligence:** We will implement due diligence processes to ensure that our supply chains are free from modern slavery. This includes assessing and monitoring our suppliers' compliance with anti-slavery measures.
5. **Supplier Relationships:** We will seek to build relationships with suppliers and business partners who share our commitment to combating modern slavery. We will encourage them to adopt and enforce policies that align with our values.
6. **Training and Awareness:** We will provide training and awareness programs to our employees, ensuring they understand the signs of modern slavery, their obligations under this policy, and how to report any concerns or suspicions.
7. **Reporting Mechanism:** We will establish a confidential and accessible reporting mechanism that allows employees, suppliers, contractors, and other stakeholders to report any concerns related to modern slavery. Reports will be taken seriously, and appropriate actions will be taken to investigate and address such concerns.
8. **Continuous Improvement:** We are committed to continuous improvement in our efforts to prevent modern slavery. We will regularly review and update this policy,

adapt our practices, and work collaboratively with stakeholders to address any identified weaknesses.

Responsibility:

The responsibility for implementing and maintaining this modern slavery policy rests with the management team of HF Recycle Limited. All employees, suppliers, contractors, and business partners are expected to support and adhere to the principles outlined in this policy.

Any employee or stakeholder who believes or suspects that modern slavery is taking place within our organization or supply chains is encouraged to report their concerns through the designated reporting mechanism. Reports will be treated with utmost confidentiality, and appropriate actions will be taken to address the issue.

By signing below, I acknowledge that I have read and understood the HF Recycle Limited Modern Slavery Policy and agree to comply with its principles and requirements.



Mr. Vrushabh Jadav
Recycling Plant General Manager, HF Recycle Limited.
Date: 01/10/2021