

# FIRST MILE LIMITED

## Modern Slavery and Human trafficking

### Statement of Intent

This statement is made in accordance with the UK Modern Slavery Act 2015 and outlines First Mile's approach to identifying and addressing potential risks of modern slavery and human trafficking in our business and supply chains during the financial year ending 31.12.2026

As a company in the waste and recycling sector, we recognise our responsibility to act firmly against these crimes. We are committed to running our operations responsibly and to maintaining supply chains free from slavery and human trafficking.

#### Organisational structure and supply chains

First Mile provides business waste and recycling collection services, with our Head Office and all trading locations based in the UK. Our supply chains cover the collection and processing of non-hazardous commercial waste. We work with UK partners to recycle as much material as possible, helping businesses reduce waste and improve sustainability.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which involve the deprivation of a person's liberty to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships. We commit to maintaining and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

We are committed to ensuring transparency in our own business and approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all contractors, suppliers, and business partners, and include specific prohibitions against the use of forced, compulsory or trafficked labour.

This policy applies to all persons working for us or on our behalf, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and may be amended at any time.

#### Our policy on slavery and human trafficking

Modern slavery has no place in First Mile or among our business partners. Our policies reflect



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a commitment to acting ethically in every business relationship. We have systems and controls in place to monitor practices and address any potential issues in our supply chain.

### Due diligence

The organisation undertakes due diligence when considering new suppliers and regularly reviews existing ones. This involves:

- Operating licensed premises and following recognised standards to maintain a safe and controlled working environment.
- Following policies and procedures that meet relevant laws and industry regulations.
- Maintaining management oversight through accredited practices and competent staff.
- Training staff to recognise risks of modern slavery and human trafficking.
- Developing long-term relationships with suppliers and customers, making clear what we expect from them in terms of ethical business conduct.
- Where we work with national or international supply chains, we prefer contacts in the UK and ask that they have anti-slavery policies and practices in place.

### Training

To raise awareness of modern slavery risks, First Mile provides training to relevant employees. All Directors have been briefed on the topic, and senior office staff receive specific training on how to spot, prevent and respond to any signs of slavery or human trafficking in our operations or supply chains.

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us and regular training will be provided as necessary.

### Responsibility for the Policy

The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions, and queries should be addressed to your line manager in the first instance.

### Compliance with the Policy

You must ensure that you read, understand and comply with this policy. The prevention, detection, and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your line manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future. Concerns may also be raised via the Company's Whistleblowing Policy or directly with HR or a Director if the concern involves a line manager. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or may occur, you must notify your line manager as soon as possible, who will escalate the matter accordingly. If you are unsure whether a particular act, treatment of workers, or working conditions within any tier of our supply chains constitutes modern slavery, raise it with your line manager. We encourage openness and will support anyone who raises genuine concerns



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in good faith, even if it turns out to be mistaken. No one will suffer detrimental treatment as a result of reporting in good faith.

### Risk Assessment

Modern slavery can exist even within UK operations and First Mile approaches this risk as an integral part of how the business operates. Oversight of suppliers and operational practices forms part of everyday management, with attention given to labour conditions, compliance, and ethical standards. When risks come to light, they are addressed through engagement and dialogue, reflecting the company's commitment to responsible business and integrity across all areas of the organisation.

### Our values

First Mile has zero tolerance for modern slavery and human trafficking. We expect the same commitment from everyone in our supply chain, our contractors and our employees.

### Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

**This policy has been approved & authorised by:**



Bruce Bratley  
Chief Executive

Date: 19/01/2026

Review date: 19/01/2027