



Philbin Glass Recycling Ltd

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Modern Slavery and Human Trafficking Statement

Introduction

Philbin Glass Recycling Ltd is issuing this statement to set out the actions we are taking to ensure that our business and supply chains are slavery free.

The Company recognises that such an approach is an important part of our responsibility and we will continue to review the steps we take in order to fulfil our obligations.

Our Business and Supply Chains

The Company collects glass for recycling from our customers and then sends it on for reprocessing purposes.

It is not just our responsibility to ensure that our own operational requirements are met, but also to prevent and deter any act of slavery and human trafficking within the supply chain in which we operate.

The Modern Slavery Act 2015 (MSA 2015) places a legislative requirement on all businesses with sales of over 36 million to be transparent about their efforts to eradicate slavery and human trafficking, and although Philbin Glass Recycling Ltd does not fall into this category, we believe that the importance attached to this piece of legislation means we have to ensure that slavery is not taking place in any of our supply chains or any part of our business.

The Company also operates a strict Harassment and Bullying Policy which establishes an underlying obligation on all staff to treat others with respect and courtesy and to again, report any matters of concern in confidence.

We will challenge and act on any unusual circumstances. For example, identifying a candidate applying for a role who may infer that the reason for wanting to work is due to another individual forcing them into employment.

Furthermore, any individual joining the Company who makes a request to have their earnings paid into another individual's bank account will only be allowed to move forward with this request when both a signature from the employee and the account holder is given on a Company form which confirms their full agreement with this arrangement.

The MD ensures that the details of new employees are fully checked before employment is offered. The Company also checks that agencies follow the same protocol.

If the Company has any concerns in relation to slavery and human trafficking, it will address the matter as a matter of urgency. This can ultimately result in the Company reserving its right to exclude any organisation from its supply chain or taking disciplinary action against an employee.

We are aware that this is very much a starting point in response to MSA 2015 and work will continue on this matter as we strive to continually develop current systems, processes and procedures.

This statement will be updated annually to continually reflect our ongoing commitment in preventing any act of Slavery and Human Trafficking.

Signed by:  Date: 01 April 2024

Managing Director