



Anti-Slavery Policy

1. Policy statement

This policy applies to all employees working for us or on our behalf in any capacity, including employees at all levels, directors, managers, agents, consultants, volunteers, contractors and suppliers.

uRecycle Group Oy strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. This applies all uRecycle Group sites globally. We will make sure that slavery is not taking place anywhere within our organization or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

2. Modern slavery and human trafficking

Slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service. Someone is in slavery if they are: forced to work through mental or physical threat, owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse, dehumanized, treated as a commodity or bought and sold as 'property' or physically constrained or have restrictions placed on his/her freedom.

Human trafficking means recruitment, transportation, transfer, harboring or receipt of persons. By means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person; (where a child is involved, the above means are irrelevant).

3. Commitments

- a) We have a zero-tolerance approach to modern slavery in our organization and our supply chains.
- b) All employees working for us, on our behalf or in a supply chain, must detect, prevent and report slavery or human trafficking
- c) Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- d) We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- e) If we find that individuals or organizations working on our behalf have breached this policy, we will ensure that we take appropriate action.



Oulu, Finland 12.8.2019

A handwritten signature in blue ink, appearing to read 'Kari Raivio', written above a horizontal line.

Kari Raivio

CEO

uRecycle