CLEARWAY DRAINAGE SYSTEMS LTD
SLAVERY & HUMAN TRAFFICKING POLICY

Clearway Drainage Systems is committed to preventing slavery, servitude, forced labour, and human trafficking in all aspects of our business operations and supply chain. We recognise our responsibility under the Modern Slavery Act 2015 to ensure transparency and take a proactive approach in combatting modern slavery. This policy applies to all employees, contractors, suppliers, and business partners who engage with Clearway. It sets out our approach to preventing modern slavery and ensuring ethical practices throughout our operations.

Clearway is dedicated to:

- Complying with the Modern Slavery Act 2015 and all relevant employment and human rights laws.
- Implementing and enforcing effective systems and controls to mitigate the risk of modern slavery within our business and supply chains.
- Conducting due diligence on suppliers and partners to ensure they uphold ethical labour practices.

To prevent modern slavery within our supply chain, we will:

- Conduct risk assessments to identify vulnerable areas.
- Ensure suppliers agree to our ethical sourcing principles and provide evidence of compliance.
- Require suppliers to adhere to our Supplier Code of Conduct, which prohibits forced or child labour.
- Regularly review and audit suppliers for adherence to our anti-slavery measures.

Clearway expects all employees to:

- Familiarise themselves with this policy and report any concerns related to modern slavery.
- Complete mandatory training on modern slavery awareness and ethical sourcing.
- Be vigilant and report any suspected violations through our confidential whistleblowing channels.

We encourage employees, suppliers, and other stakeholders to report any concerns regarding modern slavery. Reports can be made anonymously via our whistleblowing process or designated email. All reports will be taken seriously and investigated promptly.

Clearway will:

- Review this policy annually to ensure its effectiveness.
- Adapt our approach in response to emerging risks or changes in legislation.

This policy is endorsed by the management team and reflects our commitment to ethical business practices.

Date of Issue: **07/07/2025**	**Signed:** 
To be reviewed in event of changes to legislation or changes within the business	**Print Name:** **KRIS EASTWOOD, MANAGING DIRECTOR**