

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Total Environmental Compliance Ltd (the Company) acknowledges modern slavery as a crime and breach of fundamental human rights. We are committed to driving out acts of modern day slavery and human trafficking from within the company and that from within its supply chains. As a responsible business in Water Hygiene, Treatment and Environmental Consultancy sector, we intend to implement this policy in compliance with the Modern Slavery Act 2015. We will ensure transparency within the Company and with suppliers of goods and services to the organisation.

As part of the companies due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. The company will not support or deal with any business knowingly involved in modern slavery or human trafficking. The level of management control required to ensure adherence to this policy will be monitored continually. This includes allocation of resources and providing awareness within the management and responsible persons.

The directors of the Company has overall responsibility for ensuring this policy complies with our legal, ethical and corporate social responsibility obligations, and that all those under our control comply with it.

The Company has set up procedures which is included with its Quality Management System to implement this policy. This is accessible for all employees and available from their manager upon request. Any employee in breach of this policy will be subject to disciplinary action to ensure that slavery and human trafficking is not taking place.

The business does not fall within the prescribed turnover threshold under section 54 of the Modern Slavery Act 2015 to produce an annual statement; however this policy will be reviewed and updated regularly by senior management.