



Modern Slavery Act Policy Statement

I as Managing Director of Harpers Environmental Ltd have new obligations arising from the Modern Slavery Act (the "Act"), which came into force in October 2015. Among these obligations is the requirement that Harpers ensures the company and its contractors and supply chain is also free from modern slavery and human trafficking practices.

A non-exhaustive list of the kinds of practices that the Act aims to stop includes:

- Slavery
- Human trafficking; Child labour
- Forced or compulsory labour
- Exploitation of migrant labour; Exploitative practices
- Forced migration for labour; Detention of labourers;
- Abuse of local employment laws; Generally poor working conditions; and
Absence of remuneration

We don't believe any of our suppliers are in breach of this Act and were and when required we will be asking for proof.

We shall now be including compliance with Act as a contractual term for our contractors and suppliers: (i) in all new agreements with our contractors and suppliers, (ii) upon renewal of any existing agreements and (iii) upon the issue of all purchase orders.

Signed by Director with overall responsibility

Gordon Mackay

A handwritten signature in black ink, appearing to read "Gordon Mackay", written over a horizontal line.

Managing Director

Dated 17 June 2020