POLICY STATEMENT

Modern Slavery Act Policy Statement

Issued October 2026 · Next review October 2027 · Owner: John Neill, Sustainability Director

1. Purpose

Fibreuse Group Limited has zero tolerance for modern slavery, servitude, forced or compulsory labour and human trafficking. Our turnover is below the £36 million threshold in section 54 of the **Modern Slavery Act 2015**, so we are not required to publish a statement; we publish this one voluntarily to set out the steps we take to prevent modern slavery in our business and supply chains.

2. Scope

Fibreuse is a fibre specialist that recovers textiles, fibre, carpet, mattresses, foam and plastics. We do not operate a site of our own. Our supply chains include licensed partner sites, collectors, hauliers, labour providers used by those partners, and the reuse and recycling outlets, in the UK and overseas, that receive the materials we manage. This statement covers our own employees and these supply chains.

3. Our commitments

- **Risk:** we recognise that collection, manual sorting, haulage and international reuse markets can carry a higher risk of labour exploitation, and we focus our checks on these areas.
- **Our people:** we carry out right-to-work checks, pay at least the National Minimum Wage or National Living Wage, and never charge recruitment fees or withhold identity documents.
- **Due diligence:** before engaging a partner, and periodically afterwards, we check its registrations and ask it to confirm compliance with the Modern Slavery Act 2015, including in its use of agency labour, and we visit partner sites where practicable.
- **Contracts:** we expect partners to meet these standards and to apply them in their own supply chains.
- **Action:** if we identify a concern, we will investigate, work with the partner to put it right, report to the appropriate authorities where necessary, and end the relationship if it is not resolved.
- **Awareness:** we make sure employees understand the signs of modern slavery and how to report concerns.

4. Responsibilities

- **John Neill, Sustainability Director**, owns this statement and is responsible for partner due diligence and for responding to concerns.
- **Claire Warner, Head of Customer Service**, receives concerns and refers them to the Sustainability Director.

- **All employees** must report any suspicion of modern slavery. Concerns can be raised in confidence and without fear of reprisal.

Concerns can be raised in confidence with Claire Warner, Head of Customer Service, at enquiries@fibreuse.com or on 0161 660 9501, or directly with John Neill, Sustainability Director, at john.neill@fibreuse.com. Anyone can also contact the Modern Slavery & Exploitation Helpline on 08000 121 700.

5. Monitoring and review

We monitor partner checks and any concerns raised. This statement is reviewed and approved annually by the Sustainability Director on behalf of the company.

Signed on behalf of Fibreuse Group Limited

Signature 

Name **John Neill**
Position **Sustainability Director**
Date **October 2026**

Reviewed annually, or sooner if legislation or our operations change. Next review: October 2027.