

MODERN SLAVERY STATEMENT

Riverside are committed and hold policies to ensure that modern slavery and labour exploitation does not occur in our business, these arrangements are designed to be appropriate to our SME status.

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out Riverside's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during our financial year [1 January 2016 to 31 December 2017].

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational Structure and Supply Chain

This statement covers the activities of Riverside:

Riverside provide independent consultancy nationwide for; asbestos, legionella, air quality, noise, vibration, LEV and COSHH. We do not subcontract any part of our consulting services or employ self-employed agency staff. All activities carried out by Riverside are done so by operatives directly employed by us. This allows us to fully control the quality of our works and customer service.

Our supply chain includes: general office / technical supplies, laboratory support and occasional works contractors.

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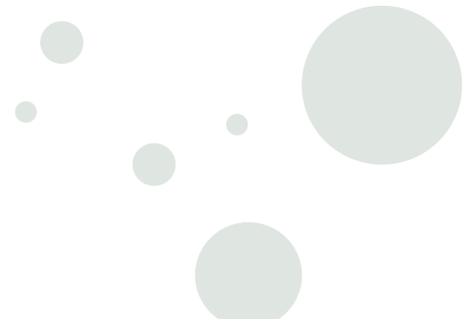
Zone C Stargate Business Centre
Faraday Drive
Bridgnorth
Shropshire WV15 5BA



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The organisation currently operates in the following countries: UK.

Riverside's suppliers are subject to vetting before being allowed on our approved supply chain list. This now requires them to confirm that modern slavery, human trafficking and labour exploitation is not taking place in their business as well as the procedures they have in place to ensure this.

Supply chain members are required to complete a questionnaire. Our checks include technical, quality, health and safety, environmental, qualifications and policies/procedures (including their actions to ensure that modern slavery, human trafficking and labour exploitation is not taking place across their business or supply chain).

Supply chain members are required to notify Riverside if they ever become aware of any modern slavery or human trafficking occurrences taking places in their organisation.

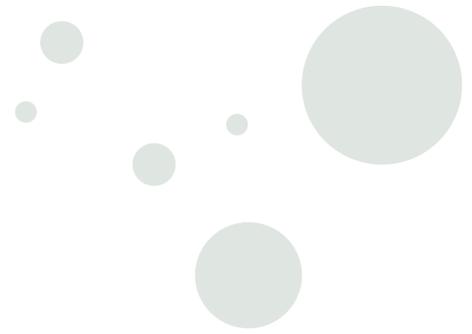
Policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

- Whistleblowing - Riverside have a whistleblowing policy and all employees are encouraged to challenge any unethical behaviour that they are confronted with. Appropriate action will be taken.
- Employee code of conduct - The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- Recruitment and Induction - Managers have guidelines when it comes to recruitment so that they know the relevant procedures to be followed.

We carry out recruitment stage checks to ensure that we work in accordance with the Modern Slavery Act 2015, including:

- We only use reputable recruitment agencies
- 2 senior staff members must attend interviews
- All recruitment decisions must be signed off by a Director



Our HR Manager also performs checks at induction stage. Employees must provide birth certificates, passports, bank statements etc. All documents are checked by our HR Manager to ensure they are genuine and belong to the employee. If two names are provided, the employee must show evidence of why they are different. Dates are also checked to confirm that the employees right to work in the UK hasn't expired.

All Riverside employees are also DBS enhanced checked, which requires all employees to provide documents proving their identity and complete the DBS form.

All employees (including temporary staff) have a written contract of employment, stating that they have not had to pay any direct / indirect fees to obtain works. This is signed by a Director and the employee.

Riverside site based employees are required to read through our company handbook and policies at induction stage to ensure they agree to all details and know their statutory rights including sick / holiday pay and any other benefits.

Slavery and human trafficking training is available to all staff.

