



MODERN SLAVERY AND HUMAN TRAFFICKING TRANSPARENCY STATEMENT

1. Introduction

This statement is made on behalf of Sweeptech Environmental Services Ltd ("SES") pursuant to Section 54 of the Modern Slavery Act 2015. It sets out the steps we have taken, and are continuing to take, to ensure that modern slavery and human trafficking are not taking place within our business or our supply chains.

SES is committed to acting ethically, with integrity, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

2. About Our Organisation

SES is a UK based environmental services company employing approximately 325 people across our operations. We provide nationwide environmental services, including road sweeping, drainage and tanker services, liquid waste management, airport support operations, and the collection, recycling and compliant disposal of waste materials for customers across the highways, construction, infrastructure, utilities, aviation and local authority sectors, across the UK.

Our annual turnover exceeds £40 million, which means we are legally required to publish this statement annually under the Modern Slavery Act 2015.

Our supply chains include:

- Vehicles, equipment, materials, and consumables suppliers
- Labour and specialist subcontractors
- Facilities and support services suppliers

3. Our Policies

SES maintains a Modern Slavery and Human Trafficking Policy (TP0029) which applies to all employees, contractors, and supply chain partners.

Our policy:

- Prohibits the use of forced, compulsory, or trafficked labour
- Prohibits child labour in any form





- Requires all workers to be free to leave employment without penalty
- Requires fair and lawful remuneration for all workers
- Sets out the responsibilities of all staff in identifying and reporting concerns
- Provides clear reporting channels for any concerns raised

Our policy is reviewed annually and is available to all employees through our internal management system. It is currently under review to strengthen provisions in line with evolving best practice, with an updated version expected to be published by 28th August 2026

4. Due Diligence

We recognise that our supply chain represents an area of potential risk and we are committed to robust due diligence processes. During 2026 we have and are taking the following steps:

- Reviewing our supplier base to identify higher-risk categories
- Issuing our Modern Slavery compliance declaration to key suppliers requiring them to confirm their own compliance with the Act
- Incorporating modern slavery clauses into our standard supplier contracts and terms and conditions
- Reviewed our recruitment processes to ensure all workers are engaged lawfully and through reputable channels
- Ensured all agency and labour supply arrangements are with vetted, reputable providers.

We have the following Actions In Progress:

- Development of a formal supplier risk-rating framework to categorise suppliers as High, Medium, or Low risk
- Implementation of a supplier audit programme for higher-risk suppliers
- Establishment of a central compliance register to record all due diligence activity

5. Risk Assessment

We have considered the areas of our business and supply chain most likely to carry modern slavery risk. Our current assessment identifies the following as higher-risk areas:





Risk Area	Reason	Mitigation
Labour supply / subcontractors	Use of third-party labour increases exposure	Supplier declarations and vetting
Cleaning and hygiene supply chains	Sector known to carry higher risk nationally	Enhanced supplier checks
Materials and consumables	Some materials sourced from higher-risk regions	Supply chain mapping in progress

We are committed to continuously improving our understanding of risk across our supply chains and will update this assessment annually.

6. Key Performance Indicators

We are committed to measuring the effectiveness of our actions. For this financial period, April 2026 to March 2027, our key performance indicators include:

KPI	Target	Status
Supplier declarations issued to Tier 1 suppliers	100%	In progress
Supplier declarations returned	90 %	In progress
Staff training completion awareness level	100% of relevant staff	Being developed
Concerns raised and resolved within agreed timescales	100%	Ongoing
Annual policy review completed	Annually	Completed

We acknowledge that our KPI framework is in its early stages of development and we are committed to strengthening our measurement and reporting in future statements.

7. Training

We are committed to ensuring that our people understand modern slavery risks and their responsibilities.





Current Training Provision:

- All new employees receive awareness information as part of their induction process
- Our Modern Slavery Policy (TP0029) is accessible to all staff and sets out individual responsibilities

Training Being Developed

We are currently developing a more structured training programme which will include:

- Mandatory awareness training for all employees
- Enhanced training for managers, procurement, and HR teams
- Supplier facing guidance training on our expectations and requirements
- Recorded completion to allow us to evidence compliance

This training programme is expected to be launched by 28th August 2026

8. Reporting Concerns

SES encourages anyone, whether an employee, contractor, supplier, or member of the public, to report any concerns about modern slavery or human trafficking.

Concerns can be reported:

Internal - To your line manager, HR department, or Head of SHEQ, or in needed in confidence, to the CEO direct.

External - via the Modern Slavery Helpline: 08000 121 700 that is available 24/7 OR Online at www.modernslaveryhelpline.org (<http://www.modernslaveryhelpline.org>)

All concerns will be taken seriously, investigated promptly, and handled confidentially.

9. Policy Approval and Sign Off

This statement has been approved by the Board of Directors of SES and will be reviewed and updated annually.

Martin Smith
Chief Executive Officer

Date: 28th July 2026

