



Renewable Oil Services Anti slavery & Human Trafficking Policy

1. Policy Purpose

Renewable Oil Services (ROS) is committed to ethical business practices and compliance with the Modern Slavery Act 2015 (as amended) and international human rights standards. This policy affirms our zero-tolerance stance on modern slavery, forced labour, and human trafficking in our operations and supply chain.

2. Definitions

- Modern Slavery: Includes slavery, servitude, forced/compulsory labour, and human trafficking.
- Human Trafficking: The recruitment, transport, or harbouring of persons through coercion for exploitation.
- Due Diligence: Proactive steps to identify, prevent, and mitigate risks of exploitation.
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3. Our Commitments

ROS will:

- Comply with all applicable laws, including the Modern Slavery Act 2015 and the UK Human Rights Act 1998.
- Pay fair wages and ensure all workers receive at least the minimum wage with legally compliant contracts.
- Conduct rigorous right-to-work checks to prevent illegal employment.
- Require suppliers to adhere to this policy through contractual clauses and audits.
- Encourage whistleblowing without fear of retaliation (see Section 6).
- Publish an annual Modern Slavery Statement (if legally required).

4. Supply Chain Due Diligence

We mitigate risks by:

- Mapping high-risk suppliers (e.g., labour providers, overseas vendors).
- Conducting annual audits of suppliers for compliance with labour standards.
- Including anti-slavery clauses in supplier contracts.
- Blacklisting non-compliant suppliers and reporting violations to authorities.

5. Training & Awareness

- All employees receive annual training on identifying and reporting exploitation.
- Procurement/HR teams undergo advanced training on supply chain risks.
- Supervisors are trained to recognise signs of coercion or unfair labour practices.

6. Reporting & Whistleblowing

- Confidential reporting channels:
 - Email: inbox@renewableos.com
 - Phone: 01560485854
- Protection for whistleblowers: No retaliation against good-faith reports.
- Investigation process: All reports are reviewed with 30 days, with corrective actions taken as needed.

Signed:

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Managing Director
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