



Modern Slavery and Human Trafficking Policy

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Indaver is a reliable partner to both industry and public authorities for ecologically and economically responsible waste management. We are a European company with international ambitions. We are currently located in various countries: Belgium, the Netherlands, Germany, Ireland, United Kingdom, Italy, France, Portugal and Spain.

At Indaver we are guided by our company values as stated in our company code. One of our values is demonstrating concern for people, safety and the environment. We strive for a safe, socially responsible and sustainable business, with a minimal impact of our activities on people, climate or environment.

We cannot meet our sustainability and social value responsibilities without Modern Slavery and Human Trafficking management being integrated into our business practices. Providing a quality service means we must ensure our supply chains meet the same rigorous standards as our own.

To achieve this Indaver builds its Modern Slavery and Human Trafficking policy on three pillars:

1. **Due diligence.**
 - Our suppliers must commit to our own business standards by formally signing up to our Supplier Code of Conduct.
 - Risk based action plans deployed throughout our business.
2. **A shared culture.**
 - Building relationships based on mutual trust.
 - Ensuring transparency in communication.
 - Concentrating on achieving results.
 - Continuously improving.
3. **A trained and competent workforce.**
 - Indaver has worked to increase awareness within our organization to ensure employees have a level of understanding of the risks associated with modern slavery and human trafficking both in our business and our supply chain. Online Modern Slavery training now forms a part of a comprehensive training package for new starters.

Our policy aims to achieve zero incidents of Modern Slavery within our supply chain. It requires us all to remain vigilant, embody our values and communicate freely and effectively to achieve this goal.



