

Modern Slavery Statement 2025

Ecosurety's approach to modern slavery

Ecosurety has a zero-tolerance approach to any form of modern slavery.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery and human trafficking taking place within our business or our supply chain.

Introduction

This is the fifth annual statement on slavery and human trafficking and details the steps taken by Ecosurety to prevent modern slavery in its business for the financial year ending 31st December 2025 and has been published in accordance with the Modern Slavery Act 2015 Section 54.

Due to the nature of our organisation and our direct activities we deem ourselves to have a low risk of modern slavery.

We do however acknowledge that we are indirectly involved in the waste collection and recycling sector. This sector has a high potential risk, in relation to UK modern slavery. Thus, we have a strong focus on this risk within our training, risk management, supplier approval and audit processes.

Ecosurety structure

Ecosurety are a packaging compliance scheme with a clear purpose - to accelerate change towards an environmentally and socially sustainable world.

It pushes us to make a better impact, to challenge the status quo and to seek collaborative opportunities where we can make positive, meaningful change happen.

As a B Corp™ certified business, Ecosurety meets the highest verified standards of social and environmental performance, transparency, and accountability - placing people and planet at the same level as profit.

Ecosurety policies

Ecosurety strives to create high performing teams, within an engaging environment where employees can develop their full potential, free from discrimination or harassment, and in which all decisions are based on merit.

Ecosurety has policies in place setting out values and principles for all employees to adhere to including, but not restricted to:

- Recruitment and Selection
- Equality and Diversity
- Anti-Bribery
- Bullying and Harassment
- Health & Safety
- Environment
- Whistleblowing
- Economic crime prevention

Ecosurety employees and external stakeholders are encouraged to report any concerns related to its direct activities or its supply chains. Our policies are available on request, simply [contact us](#) for more information.

Ecosurety supply chain

Ecosurety are committed to collaboration across our industry and actively encourage transparency, something which we believe to be the greatest enabler of progress.

Our supply chain includes a wide range of organisations that support our office environment and operations, and compliance activities. The majority of our direct suppliers are based in the UK, although international downstream vendors are utilised for some recyclable materials.

Due diligence processes

At Ecosurety, ethical business isn't optional – it's the standard. We're committed to building transparency, accountability, and long-term sustainability across our entire supply chain. All suppliers are expected to adhere to, or to take steps to become compliant with Ecosurety's Supplier Code of Conduct.

We work closely with our recycling evidence suppliers to genuinely assess their environmental, social, and governance (ESG) impact. We've introduced regular audits and balanced scorecard assessments, to hold our partners to a high standard.

We've also introduced annual detailed desktop audits reviewing environmental, financial, social, and governance metrics to maintain a clear, ongoing view of our main suppliers.

Risk assessment and management

Ecosurety has an extensive risk review process in place. Where there is high potential risk, this is addressed within monthly board meetings. There were no high-risk suppliers identified in relation to modern slavery during 2025 reviews.

Training

Ecosurety recognises that it is our responsibility to ensure that our employees are aware of the reality of modern slavery around the world. We provide briefings to all employees within our induction process, and during staff updates throughout the year. Annual training via our online platform is mandatory for all procurement team members.

Performance indicators

Ecosurety uses the output from the supplier audits, risk reviews, and training evaluations as measures of our effectiveness in ensuring modern slavery is not taking place within our organisation or supply chains. Such indicators include:

- Percentage of Suppliers confirming agreement to Ecosurety Supplier code of conduct
- Number of staff trained on modern slavery awareness
- Number of reported concerns

This policy is reviewed and updated annually.

Signed on behalf of the board



Will Ghali, Chief Executive Officer
Date: 22nd April 2026