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GEMINOR

Statement on Modern Slavery

The Geminor Group specialises in the supply of materials and secondary fuels to energy recovery and recycling. Since its formation in 2004 Geminor has grown to have over 1.4 million tonnes of material under its management per year. The Company holds supply contracts with over 80 waste to energy facilities across several countries. We have strong established relationships with key international logistics providers across Northern Europe, providing solutions by standard road trailer, containerised freight, bulk vessel and rail.

Within the Geminor Group are Geminor UK, Geminor NO, Geminor SWE AB, Geminor DK APS, Geminor FIN Oy, Geminor GmbH and Geminor PL – covering UK, Norway, Sweden, Denmark, Finland, Germany (incorporating Benelux, France and Italy) and Poland respectively.

The Geminor Group is fundamentally opposed to forced labour, child labour, human trafficking and all other forms of modern slavery and labour exploitation.

Geminor is committed to operating its business in an ethical and responsible manner and we expect our contractors and suppliers to do the same. Our approach to ensuring our business, including that of our suppliers and contractors, is free of modern slavery comprises the following measures;

- Ensuring all suppliers and contractors sign up to our Code of Conduct
- Conducting audits of our suppliers and contractors to ensure the requirements set out in the Code of Conduct are being met; including
 - Waste producers and processors
 - Hauliers
 - Shipping companies
 - Energy from Waste facilities
- Identifying suitable training for our supplier facing employees to enable them to understand and identify concerns around modern slavery
- Including obligations around anti-slavery and trafficking measures in our supplier contracts

Geminor shall review and develop this approach on an annual basis. The end of the financial year across the Geminor Group is December 31st.



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Signed by the Board:

Kristoffer Ringerud

Director of the board

Truls Gautesen

Member of the board

Morgan Olausen

Member of the board

Bjarne Hareide

Member of the board

Aarstein Skrettingland

Member of the board

Kjetil Vikingstad

CEO

Date: 26.08.2020

