

Version no.:3	Approved by: Kjetil Vikingstad
Doc.id: 3 630	Date approved: 15.04.2021 06:25
Doc.number: D 1.1-08	Responsible: Dan Richardson



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 1.7 million tonnes of material under its management per year. The Company holds supply contracts with over 180 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 NO, Geminor UK, Geminor SWE AB, Geminor DK APS, Geminor FIN Oy, Geminor PL and Geminor GmbH, (incorporating Benelux, France and Italy) 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 operates in line with the Ten Principles of the UN Global Compact. Principles 1, 2, 4 and 5 are particularly important for our Modern Slavery declaration aiming to ensure that human rights are not violated and that all forms of forced labour are eliminated.

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



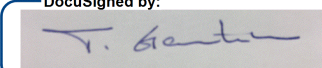
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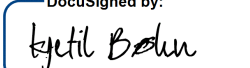
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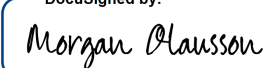
Signed by the Board:

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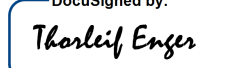
Director of the board

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Kjetil Bøhn

Member of the board

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Morgan Olausson

Member of the board

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Thorleif Enger

Member of the board

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Aarstein Skrettingland

Member of the board

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Kjetil Vikingstad

CEO

Date: 4/16/2021

