

Modern Slavery Statement and Human Trafficking Policy

N+P Group
Issue 1
Effective Date 01/01/2023



This N+P Group Policy is approved by the N+P Group executive committee; it represents the N+P Group's direction to the business on this topic. Compliance with this Policy is mandatory through aligning N+P Group's processes and people's behaviours to the commitments below.

SCOPE

This statement sets out N+P's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

N+P recognises their responsibility to take a robust approach to slavery and human. Our organisation is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

PROCESS OWNER

This process is owned by the Human Resource department.

ORGANISATION'S STRUCTURE AND COUNTRIES OF OPERATION

This statement covers the activities of N+P Group who operate and specialise in the production and supply of waste derived alternative materials for various industries.

We currently operate in the following countries:

- Netherlands and the United Kingdom in manufacturing and trading environment
- Germany & Italy in a trading environment

OUR SUPPLY CHAIN

N+P has a vast majority of suppliers predominately based in either the Netherlands or United Kingdom. Our suppliers provide material for processing into a fossil fuel alternative or material that is treated to recover commodities that are traded.

OUR POLICIES AND RESPONSIBILITIES

N+P is committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our business policies reflect our commitment to acting ethically with all our business relationships.

The following policies support our business directive to removal any presence of modern slavery or human trafficking.

- N+P Whistleblowing Policy
- N+P Code of Conduct Policy

TRAINING

N+P partner with specialist organisations to ensure robust training is available and delivered to line managers and key support function colleagues. Our colleague training will cover fundamentals like;

- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties

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- what external help is available

AWARENESS-RAISING PROGRAMME

Alongside colleague training and investment, N+P raises awareness of modern slavery issues by displaying posters across our sites outlining the following information.

The basic principles of the Modern Slavery Act 2015;



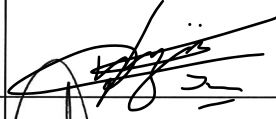

- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation; and
- what external help is available.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes N+P Group's Modern Slavery and Human Trafficking statement for the financial year ending 6th April 2023.

CHANGE LOG

ISSUE	CHANGES	DATE
Issue 1	Initial release.	27/09/2022

APPROVALS

NAME	POSITION	STAGE	SIGNATURE	Signed
James Newby	Lead HRBP	Prepared		29/11/2022
Anna Liebenberg	HR administrator	Checked		14/12/2022
Jeroen Matthijssen	Chief HR Officer	Approved		27/09/2022
Karel Jennissen	Chief Executive Officer	Released		27/09/2022