

Modern slavery and human trafficking statement **2021**

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Our Commitment

Through our people we deliver vital services to our customers. We therefore condemn slavery in all its forms and will never tolerate it both within our businesses and across our supply chains. We will not engage in any form of human trafficking and nor will we use forced, bonded, compulsory, illegal or child labour – or knowingly work with anyone who does. Working exclusively within the UK we believe our modern slavery risk is low, but we remain vigilant and continuously challenge ourselves to better understand the risk and its associated controls.

Our Structure

Restore is the UK’s leading provider of integrated information and data management, technology recycling and commercial relocation services to our customers across the UK. The business has an extensive supply chain and procures goods and services in excess of £125million per year. Our customers define what outcomes or services they need from us and we deliver new and effective ways to deliver them. A summary of our business structure and 2020 commercial performance is at Figure 1. Figure 2 illustrates our governance structure. The following are specific responsibilities within this structure:

1. Restore plc Board has ultimate responsibility for human rights policy which includes our modern slavery and human trafficking commitment.
2. The Executive Committee regularly reviews Ethics and Compliance risks including human rights, modern slavery and human trafficking.
3. Business Unit Management Teams are responsible for upholding our modern slavery commitment across our contracts by ensuring the identification, prevention and mitigation of any adverse human rights, modern slavery and human trafficking impacts caused by or contributed to by Restore operations or by the actions of our customers, suppliers business partners or other third parties.
4. Oversight of human rights, modern slavery and human trafficking risks is undertaken by the Risk Committee, a formal committee of the plc Board.

Restore’s Ethics programme is led by the Group Head of Risk who is responsible for our ethics strategy and associated policy and governance.

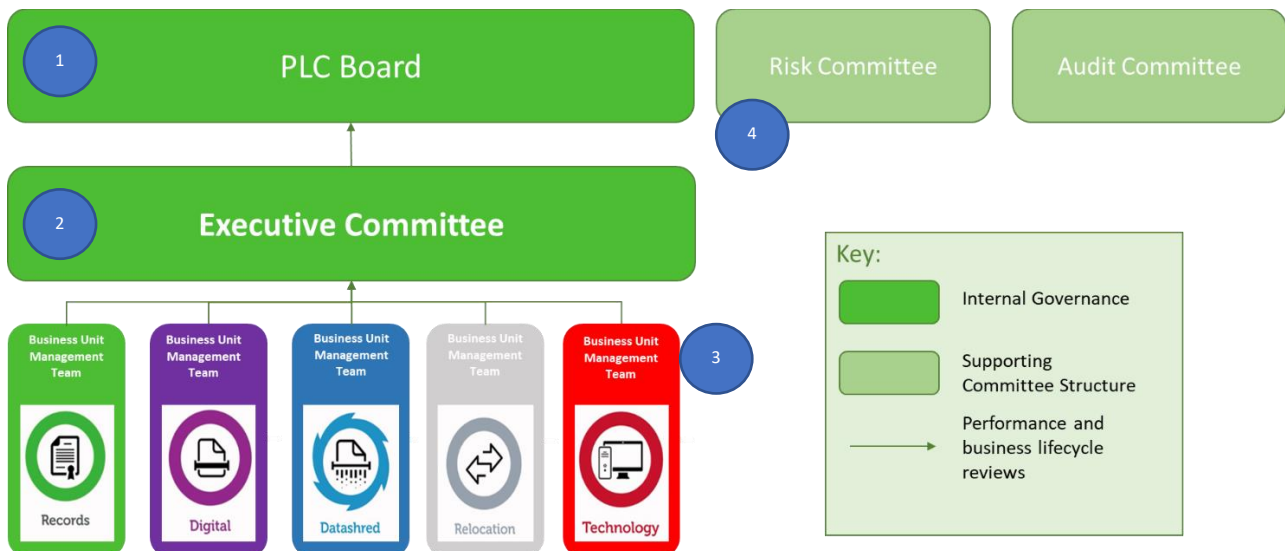
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Figure 1 – Restore Commercial Structure & Performance 2020

Our Markets

	Records	Digital	Datashred	Relocation	Technology	
Divisions	Document Management			Relocation		
Market Position	No.2	No.2	No.2	No.1	No.1	Strong and improving
Market Size	£450m	£250m-300m	£220m	£350m	£525m	£1.9b
Market Growth	c.1-2%	c.3-4%	c.0-1%	c.0-1%	c.5-6%	c.3%
Market Share*	22%	8%	19%	12%	5%	c.11%
Sites	48	7	11	9	6	81
Employees	737	296	318	352	160	1,863
Our services	Fully integrated, cost effective and customer focused document storage and management services provider with national scale but local service	Highly regarded national provider of large scale digital processing and transformation services	Highly accredited national provider of secure paper disposal and recycling services	UK's leading commercial relocation business	UK's largest secure IT disposal and recycling provider	
	<ul style="list-style-type: none"> Long term storage of physical records Secure digital tapes back up storage Heritage asset protection and storage Recurring and project based document management services 	<ul style="list-style-type: none"> Physical document to digital image processing Digital transformation consultancy Cloud-based document management services Process outsourcing including digital mailroom 	<ul style="list-style-type: none"> Secure on site and offsite paper destruction Paper recycling services and sales Intellectual Property asset destruction 	<ul style="list-style-type: none"> Office and commercial relocations Full project management Furniture, light industrial and IT asset projects Short and medium term asset storage Recurring relocation and installation support services 	<ul style="list-style-type: none"> Highly accredited IT asset collection and disposal High security onsite destruction services IT refurbishment and resale Asset installation Asset relocation services IT hardware secure storage 	

Figure2 – Restore Governance Structure



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Our Due Diligence

We:

- Operate strict procurement processes, ensuring suppliers comply with all applicable laws and standards, including those which relate to the Modern Slavery Act 2015.
- Expect our suppliers to have suitable human rights, modern slavery and human trafficking policies and processes in place within their own businesses and to cascade those policies to their own suppliers.
- Our Procurement Teams follow the advice and guidance in relation to the Modern Slavery Act 2015 and ensure ongoing improvements are adopted as set out in the Universal Declaration of Human Rights and standards of the International Labour Organisation.
- Provide regular training in respect of the Modern Slavery Act to our Procurement and Management Teams who are responsible for ensuring those reporting to them have read and comply with this policy which is included on the intranet site and within the company handbook.
- Encourage staff to identify and report any potential breaches of Restore’s anti-slavery policy statement.
- Whistleblowers are protected through our confidential reporting process.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Provide appropriate protection for whistleblowers.

Our Progress

As a mark of our commitment to doing business and our belief in continuous improvement we are reviewing our governance structures and processes, developing a business ethics programme the first stage of which is to design and implement our Code of Conduct. Coincidentally we are also reviewing ethics risks and seeking to bolster and mature our supply chain controls.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Restore plc’s slavery and human trafficking statement for the financial year ending 31 December 2020.

This statement has been approved by Restore plc Board and signed by Charles Bligh, CEO on 5 May 2021.

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Restore plc has the following trading subsidiaries as at 31.12.20:

- Restore PLC
- Restore Datashred Ltd
- Restore Digital Ltd
- Harrow Green Ltd
- Restore Technology Ltd
- E Recycling Ltd

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