

## Annual Anti Modern Slavery Statement

Annual policy review date (*within 6 months of financial year end*); 28<sup>th</sup> December 2023

Organisation financial year end date; 1<sup>st</sup> December 2023

Date agreed by the Board/Members: 12<sup>th</sup> December 2023

### Publication

Our organisation recognises that under Section 54 of the Modern Slavery Act 2015 it is best practice to make this statement on preventing modern slavery.

This policy will be made available to anyone that requests it in electronic format within 10 business days of the request and within 30 calendar days in written format. It is already readily available on our website.

### Organisation structure

Our Organisation has an open door policy and anyone can express a concern and it will be taken seriously. The organisational hierarchy structure is as follows:

Board of Directors
Manager/Third Party contractor lead
Lead climber
Groundsman
Apprentice/trainee

The concern can be raised by any one individual via our whistleblowing policy which is owned by the Board of Directors.

### Policies in relation to slavery and human trafficking

Our Organisation follows reasonably all relevant employment legislation and checks Rights to Work in the UK of all staff prior to commencement of any contract. Some of the features of the policies that are relevant to our work in respect of managing modern slavery in the workplace include, but are not limited to, the following:

- Freedom of workers to terminate employment
- Freedom of movement
- Freedom of association

- Prohibits any threat of violence, harassment and intimidation
- Prohibits the use of worker-paid recruitment fees
- Prohibits compulsory overtime
- Prohibits child labour
- Prohibits discrimination
- Prohibits confiscation of workers' original identification documents
- Provides access to remedy, compensation and justice for victims of modern slavery
- Payment of at least minimum wage
- Right to Work UK pre-employment checks

## **Risk assessment and management**

As a UK based company with limited direct supply chains we see most of our business activities as 'low risk' in relation to the threat of slavery and human trafficking offenses being committed. Where a concern is raised or a risk identified, this will always be investigated and concluded by one of the Board of Directors.

We as an Organisation do use limited third party suppliers and contractors. We require all third party contractors and suppliers to work to the same minimum standards in relation to managing Modern Slavery in the Workplace and will audit annually that they at least work to the same minimum standards as our Organisation and where this is found to not be the case, we will immediately discontinue to use their services.

## **Training on modern slavery and trafficking**

Our Organisation ensures that, at least annually, all staff receive access to a copy of the updated policy and a review on training, to help identify any potential victim of modern slavery in the workplace.