

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Trees-UK Of Bromley Limited (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2021.

B) CONTRACTS OF EMPLOYMENT

All employees have the freedom to work for Trees-UK of Bromley Limited, all employment contracts are abiding, legally correct and reasonable. Trees-UK of Bromley Limited conduct eligibility to work in the UK checks for all employees to safeguard against the definitions as stated below.

C) DEFINITIONS

Trees-UK of Bromley Limited considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

Trees-UK Of Bromley Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Trees-UK Of Bromley Limited understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Trees-UK Of Bromley Limited do not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Trees-UK Of Bromley Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Trees-UK Of Bromley Limited strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

E) SUPPLY CHAINS

In order to fulfil its activities, Trees-UK Of Bromley Limited main supply chains include those related to approved suppliers. Trees-UK of Bromley Limited conduct due diligence on all suppliers before allowing to become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been convicted of offences relating to modern slavery.

F) POTENTIAL EXPOSURE

In general, Trees-UK Of Bromley Limited considers its exposure to slavery/human trafficking to be very low. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) IMPACT OF COVID-19

Trees-UK Of Bromley Limited modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

H) STEPS

Trees-UK Of Bromley Limited carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Trees-UK Of Bromley Limited has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Trees-UK Of Bromley Limited has taken the following steps to ensure that modern slavery is not taking place. Due diligence includes an online search to ensure that organisation has never been convicted of offences relating to modern slavery.

I) KEY PERFORMANCE INDICATORS

Trees-UK Of Bromley Limited has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Trees-UK Of Bromley Limited or its supply chains.

J) POLICIES

Trees-UK Of Bromley Limited has the following policies which further define its stance on modern slavery. Trees-UK of Bromley Limited are committed to acting ethically and with integrity and in all business dealings and controls in place to safeguard against any form of modern slavery taking place and has a zero tolerance of any form of modern slavery.

K) TRAINING

Trees-UK Of Bromley Limited provides training to staff to effectively implement its stance on modern slavery. Any member of staff can raise concerns about how colleagues are treated, or practices within the sector or supply chains without fear of reprisals.

L) SLAVERY COMPLIANCE OFFICER

Trees-UK Of Bromley Limited has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regards to Trees-UK Of Bromley Limited obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.