

HRG Tree Surgeons Ltd

Modern Slavery Policy

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Scope:

This statement sets out the steps that HRG Tree Surgeons Ltd shall take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

Policy:

HRG Tree Surgeons Ltd has a zero tolerance of any form of modern slavery.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Recruitment:

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Contracts of Employment:

All employees have the freedom to choose to work for us or not within the terms of the contract of employment. We shall ensure that our contracts of employment are current, legally correct and reasonable.

Equal Opportunities Policy:

We shall maintain and operate an equal opportunities policy.

Working Hours:

Working hours are compliant with the law and industry standards. Working hours are specified on the employment contract.

Whistleblowing Policy:


We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Supplier Evaluation and Control Procedure:

We maintain and operate a supplier evaluation and control procedure and a list of approved suppliers. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. All our suppliers certify that all materials they provide are compliant with human trafficking and slavery laws. Supply chain evaluation/ Supplier Questionnaires are carried out annually to ensure continual compliance with our policy.

Training:

All staff involved in the selection of suppliers and purchasing shall be briefed on this policy and on modern slavery.

Signed	
Name	Sarah Ghijben
Position	Director
Date	25 June 2023