

## **Annual statement April 1<sup>st</sup> 2019 -31<sup>st</sup> March 2020**

### **Modern Slavery and Human Trafficking Annual Statement 2020**

#### **Introduction**

We know that slavery, servitude, forced, bonded and compulsory labour and human trafficking “Modern Slavery” affects both adults and children across the globe and is a growing issue with globalisation and increased migration. It remains a hidden abuse and no industry sector, no matter how small or specialist is immune to Modern Slavery. Great Oaktree Land Services has a zero-tolerance stance to Modern Slavery and Human Trafficking within the business and Suppliers. We are committed to ensuring a working environment where people’s fundamental rights and freedom is respected and embraced. This is Great Oaktree Land Services modern slavery statement for the financial year ending 31<sup>st</sup> March 2020 to publish under the modern slavery act 2015. This statement highlights the key activities we have undertaken during the year and aims to provide useful information to understand our commitment to making a positive difference in reducing modern slavery risks that could be connected to our business.

#### **Our business and supply chain**

Established in 2017, Great Oaktree land services a family started business founded on core values of provided excellent services to our clients with as caring for the environment we are working in.

With revenues in excess of £100k in the company in the past financial year

Our supply chain to customer is regional to east of England providing them services of landscaping, ground maintenance and Tree surgery.

#### **Our policies and contractual controls relating to Modern Slavery and Human Trafficking**

Great Oaktree land services internal policies include our equality, diversity and dignity at work policy, our honesty and ethical behaviour policy, and supplier code of conduct. These policies interlink and clearly state that we will not tolerate or condone any abuse of people’s human rights within any part of our

business, including and limited to modern slavery and human trafficking. Suppliers found to be in breach of the supplier code of conduct will be terminated.

We also have a robust whistleblowing policy which has been extended to explicitly state modern slavery and human trafficking; this is available to all our employees and accessible on our Company intranet. Any report will be referred immediately to Human Resources, be fully investigated with appropriate corrective action taken.

**Our due diligence processes, assessment of the risks and steps we have taken to prevent Modern Slavery and Human Trafficking in our business and supply chain**

An annual risk assessment was completed in June 2019 and we identified that the risk of modern slavery and human trafficking within our business remains extremely low, with over 100% of our employees being British nationals and our suppliers being predominately local or national. We have included modern slavery and human trafficking in our standard contract terms used for new contracts with preferred suppliers.

The prevention of modern slavery and human trafficking is given due attention during the due diligence process making sure we get prove of ID and right to work in the United Kingdom provided from any new member.

Recognising that our employees need to have the opportunity to report any concerns which they may have regarding any aspect of their working life or work practices, we have put in a report box at a non-name system.

**Modern Slavery and Human Trafficking training**

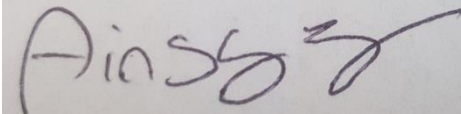
Great Oaktree Land Services is dedicated to ensuring that all employees are educated, understand and take seriously their personal responsibility for zero tolerance of modern slavery and human trafficking.

With giving a yearly Talk Box talk on the subject.

**Our effectiveness in preventing Modern Slavery and Human Trafficking**

We understand that Modern Slavery and Human Trafficking risks will not remain static and we will continue to complete an annual audit of and mitigate any risk that may be identified.

Signed  
**Ainsley Bird**  
**Managing Director**



**Great Oaktree Land Services**  
**01/05/2020**