



COMMERCIAL  
LANDSCAPING  
SERVICES

## **UK Landscapes Ltd**

### **UK Landscapes Ltd - Modern slavery Policy**

UK Landscapes Ltd (UKL) is a specialist contractor providing grounds maintenance, landscape construction, arboricultural services and winter services to the business sector within the United Kingdom. UKL does not operate in overseas territories

UKL is committed to the highest level of ethical standards and sets high standards of impartiality, integrity and objectivity in relation to the management of its activities.

UKL adopts zero tolerance to corruption and bribery and this policy is endorsed by our Board.

UKL fully supports wider objectives to eradicate modern slavery and human trafficking.

The UKL annual statement (set out below) provides information to supplement this policy, including details of our activities and supply chain

### **Modern slavery statement for UK Landscapes Ltd**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that UK Landscapes Ltd (UKL) has taken and is continuing to 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. UKL has a zero tolerance approach to 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.

#### **Our business**

UKL is a specialist contractor providing grounds maintenance, landscape construction, arboricultural services and winter services to the business sector within the United Kingdom. UKL does not operate in overseas territories

#### **Our high risk areas**

UKL carries out an annual business risk audit to ensure compliance across all financial and HR practices. This audit is also subject external audit as part of UKL's BS OHSAS 18001 accreditation. This process has identified there are no significant risk areas associated to the Modern Slavery Act 2015

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## **Our policies**

UKL operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery Policy. This policy sets out the organisation's stance on modern slavery (as set out above)
2. Equal Opportunities Policy. Where UKL operates a robust recruitment policy, including conducting eligibility to work in the UK and checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Corporate and Social Responsibility Policy. This code explains the manner in which we behave as an organisation and how we expect our employees to act.
4. Purchasing Policy. This policy sets out how we expect our suppliers to act.

## **Our suppliers**

UKL operates a purchasing policy and maintains a preferred supplier list. 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 Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage / national living wage (as appropriate)

We may terminate the contract at any time should any instances of modern slavery come to light.

## **Our performance indicators**

UKL will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No adverse reports are received from employees, the public, or law enforcement agencies that lead us to believe that modern slavery practices may be impacting our business and/or supply chain.

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**Approval for this statement**

This statement revision was approved by the Managing Director on 02.01.2025

A handwritten signature in black ink, appearing to read "Leigh Preston". The signature is written in a cursive style with a red dot above the 'i' in "Leigh".

**Leigh Preston – Managing Director**  
**Date: 02.01.2025**