



greenwillows associates ltd

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Ecological Surveys • Habitat Management • Arboricultural Surveys • Vegetation Clearance

Anti-Slavery Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Greenwillows Associates Ltd slavery and human trafficking statement.

Greenwillows Associates Ltd fully complies with the Modern Slavery Act 2015. As such, we are not required to publish a full Anti-Slavery Policy. However, we recognise the importance of appropriate training for all managers and employees on how to identify victims of human trafficking and/or slavery.

To this end, Greenwillows Associates Ltd managers are in the process of creating a policy that takes into account the measures contained in the Anti-Slavery toolkit from the Home Office (MD060).

We support the aims of the anti-slavery partnership:

- **PREPARE** in order to provide support to victims and communities and to reduce the impact of MSHT crime where it takes place;
- **PURSUE**, prosecute and disrupt people engaged in MSHT offending;
- **PREVENT** people from engaging or re-engaging in MSHT crime;
- **PROTECT** vulnerable individuals, businesses and communities against MSHT crime;

Steps that Greenwillows Associates Ltd are taking to reduce Modern Slavery and Human Trafficking within the Construction Sector and Values within our company:

- We have a zero-tolerance approach to slavery and seek to ensure that all our employees are able and willing to work in the UK of their own free will. We check the workers-rights status and original passports of all successful applicants to ensure firstly that the person has the legal right to work in the UK.
- We require our suppliers and sub-contractors to adhere to the Modern Slavery Act. We use one recruitment agency to fulfil any short-term, temporary vacancies – Hays Recruitment. Working with them provides a second-tier validation of the rights to work of anyone in our employ.
- Employees should be free to choose to work for their employer and to leave the company upon reasonable notice.
- All employees are provided with a contract of employment, which complies with local legislation.
- All employees must be treated in a fair and equal manner and with dignity and respect.
- Any form of discrimination, victimisation or harassment on the grounds of marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic and national origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, trade union activity and offending background should be prohibited.

- All applicable laws and industry standards on employee wages, benefits, working hours and minimum age should be adhered to in all countries of operation, without any unauthorised deductions. Suppliers should observe the provisions of the International Labour Organization such that any young persons under the age of eighteen should not be employed to work at night or for any hazardous work and their employment should not harm the young person's education, health or physical, mental, moral or social development. No young persons may be employed below the age of sixteen.
- All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015. Suppliers must ensure their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and within their supply chains and other external business relationships. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.
- Greenwillows Associates Ltd ensures strict compliance checks are carried for all candidates it employs. We verify the identity of each worker and their right to work before employment commences.
- As part of our commitment to identify and eradicate slavery and human trafficking, we have in place a process to undertake due diligence on our supply chain network to ensure compliance with legislative obligations; such compliance forms part of our contractual relationship with suppliers.
- All staff within Greenwillows Associates Ltd are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty. We have undertaken to review our policies and procedures to ensure our colleagues have access to any additional information and support they may require with regard to human trafficking, forced labour, servitude and slavery.
- The handbook from www.gov.uk on how to identify and stamp out Modern Slavery is provided to all employees.
- Greenwillows Associates accepts applications for paid internships only. We firmly believe in paying our employees and interns a fair wage and are an accredited Living Wage company.