



greenwillows associates ltd

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Ecological Surveys • Habitat Management • Arboricultural Surveys • Vegetation Clearance

Anti-Slavery and Human Trafficking Policy

Document control

Version change	Date	Sections modified	Sections added
V8	July 2025	Taken from MD046_v8_ GWA Employee Handbook_ July 2025	
V9	August 2025	Data Protection Policy	
V10	October 2025	ICO Terminology added to Data Protection Policy	
V11	July 2026	General review; minor amendments throughout.	

1. Slavery and Human Trafficking Policy

1.1. Introduction

Slavery and human trafficking are serious global issues. We all have a duty to remain alert to any risks, no matter how small, within our business and supply chain.

1.2. Our commitment

The company is fully committed to preventing modern slavery and human trafficking in both our operations and supply chains. We act with integrity and expect the same from all our business partners.

1.3. Due diligence

We have a zero-tolerance approach to slavery and human trafficking. All contractors and suppliers are expected to align with our values. Our systems encourage reporting concerns, and whistleblowers are protected.

Our suppliers are based in the UK, and we expect them to have appropriate anti-slavery policies in place or agree to follow this policy.

1.4. Measuring effectiveness

We monitor our effectiveness through:

- Regular checks on labour practices, right-to-work documentation, and payroll audits.
- Consistent communication with suppliers to ensure they understand and comply with our expectations.
- Regular reviews of supply chain policies and business practices to demonstrate our commitment.

1.5. Reporting suspicions

If you suspect any slavery or human trafficking, report it through the company's whistleblowing policy or contact the Modern Slavery Helpline:

<https://www.modernslaveryhelpline.org/>

08000 121 700

Reviews:

This policy will be reviewed annually and if there are major changes to the way GWA operates, to HSE or government guidelines or relevant new regulations.

Steve Parnwell

CEO, Director and Principal Ecologist

July 2026