



# MODERN SLAVERY & HUMAN TRAFFICKING POLICY & PROCEDURE

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<b>Owner:</b>	Tony Lane	<b>Control Status:</b>	Uncontrolled When Printed	<b>Status:</b>	Issued

## Purpose

This policy set out the steps that Christopher Hoare Tree Services Ltd has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

## Policy Statement

Christopher Hoare Tree Services Ltd (CHTS) is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

This policy statement is published in line with section 54(1) of the Modern Slavery Act 2015.

As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

## Our supply chain

Due to the nature of our business, we assess ourselves to have a very low risk of modern slavery in our business and supply chains.

Our supply chains are limited, and we procure goods and services from a restricted range of mainly UK and some overseas primarily EU suppliers. Where we use overseas supplier we will take reasonable steps to ensure that they are not engaged in modern slavery as defined by the act.

We do not need to publish an annual modern slavery statement under Section 54 of the Act because the criteria for submission do not apply to this business.

## Our aim

To ensure that the principles of this policy are met by all staff we encourage the following positive behaviours throughout our business:

- Ethical Behaviour
- Whistleblowing

- Anti-Bullying and harassment
- Diversity and inclusion
- Non-discriminatory recruitment and selection
- Positive engagement, enquiry and communication

**How we do it:**

Top/Senior management are responsible for ensuring the following is undertaken:

- Awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring that consideration of the modern slavery risks and prevention are added to our policy review process as an employer and procurer of goods and services.
- Making sure that our procurement, as well as contract terms and conditions comply with the Modern Slavery Act 2015.
- Continuing to take action to embed a zero tolerance policy towards modern slavery.
- Ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.
- Setting a personal example.

This statement has been approved by

**Signed:**



**Christopher Hoare**  
**Managing Director**

**Revision & Review Log**

Rev	Detail	By Whom	Date
	Complied and issued	Tony Lane	02/02/21
2	Add policy to policy statement and insert S54 reference to annual statement.	Tony Lane	09/03/21
3	Minor changes and typos	Tony Lane	22/03/22
	Review with o changes	Tony Lane	07/05/23
	Reviewed and no changes made.	Tony Lane	08/05/24