

## Modern Slavery Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty, by another, in order to exploit them for personal or commercial gain. Soil and Water has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. It is our policy to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or within our supply chain.

Soil and Water are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners. This policy applies to all persons working for Soil and Water, or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners.

**Responsibility for the Policy** - Soil and Water Directors have overall responsibility for ensuring this policy complies with legal and ethical obligations, and that all those under our control comply with it.

**Compliance with the Policy** - The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. Individuals are required to avoid any activity that might lead to, or suggest, a breach of this policy. Management must be notified as soon as possible if anyone believes or suspects that a conflict with this policy has occurred, or may occur in the future.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

**Communication and Awareness of the Policy** - Training on this policy, and on the risk our business faces from modern slavery in its supply chain will be given where needed. Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

**Breaches of this Policy** - Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. Soil and Water will terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

**Signature**



*Managing Director*

**Date**

07/11/18

**Next Review**

07/02/19