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## Modern slavery statement for CLIMBERS WAY TREE CARE LTD.

As a small Company not required by Law to submit an annual statement under section 54, this statement is an integral part of our business beliefs and operational ethics. It is made pursuant to s.54 of the Modern Slavery Act 2015. It sets out the steps that Climbers Way Tree Care 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. We have 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.

We care about the health of our employees and stakeholders and their working and living conditions. We want to conduct our business in a sustainable way and carry out Tree care works thoughtfully and with environmental considerations.

We are aware that slavery can occur in any part of any business, and believe our highest risk areas are in the use of casual labour.

We ensure that the Company's recruitment policies, procedures and practices are appropriately designed to minimise the risk of human trafficking and modern slavery exploitation

- We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Employees are paid at least the national minimum wage / national living wage (as appropriate)
- We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- We raise awareness to our employees through company learn sessions and displaying relevant posters in prominent places.

We are very aware of the existence of modern slavery and by ensuring all our employees are also aware, we hope to add impetus to the National movement to eradicate this unacceptable practice, believing all small businesses should support that ideal.

Signed.....Thomas Bunday (Proprietor) 18.12.2016

