Modern Slavery & Human Trafficking Policy Statement

DEFINITION

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

INTRODUCTION

Greenfields Countryside Ltd recognises that slavery, servitude, forced, bonded and compulsory labour, and human trafficking—collectively referred to as "modern slavery"—affect adults and children across the globe and remain a hidden abuse. No industry sector, however small or specialist, is immune to modern slavery. Greenfields Countryside Ltd has a zero-tolerance stance on modern slavery and human trafficking within its operations and those of third parties, including suppliers. We are committed to ensuring a working environment where people's fundamental rights and freedoms are respected and protected.

OUR BUSINESS AND SUPPLY CHAIN

Established in 2006, our business is a highly respected company offering a wide range of countryside management services. We provide the highest standards of work, and our exceptional health and safety standards are our benchmark. We pride ourselves on our professionalism, always delivering an outstanding service to our clients.

Our supply chain is predominantly national; we source materials and equipment from local businesses as much as possible.

OUR POLICIES AND CONTRACTUAL CONTROLS RELATING TO MODERN SLAVERY AND HUMAN TRAFFICKING

Greenfields Countryside Ltd has internal policies that support our Modern Slavery and Human Trafficking Policy. These include a Freedom and Non-Retaliation Policy, an Equality and Diversity Policy, a Whistleblowing Policy, a Forced Labour Policy and a Child Labour Policy.

These policies interlink and clearly state that we will not tolerate or condone any abuse of people's human rights within any part of our business, including but not limited to modern slavery and human trafficking.

Any report will be referred immediately to HR and fully investigated, with appropriate corrective action taken.

Greenfields Countryside Ltd will assess modern slavery risks within its own operations and supply chain, taking account of the nature of the services provided, the location of suppliers, the use of labour providers or subcontractors, and any indicators of higher-risk working arrangements.

This policy considers and supports the policies, procedures and requirements documented in our Integrated Business Management System and is aligned with the requirements of ISO 9001:2015, which we are currently working towards. The implementation and operation of this management system underline our commitment to this policy statement. Additional procedures ensure that this policy is understood and communicated to all levels of the company and is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company's activities. The company will achieve these aims by identifying and mitigating risk in the following ways, including but not limited to:

- Robust "right to work" checks are completed with all potential new employees.
- More stringent vetting and investigation of our supply chain (contractors, subcontractors, policies, contracts, etc.).

- We continually audit and review our practices for checking that all employees are paid at least the minimum wage and have the right to work.
- We encourage the reporting of concerns and the protection of whistleblowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- Greenfields Countryside Ltd has zero tolerance for slavery and human trafficking. We expect all those in our supply chain and all contractors to comply with our values.
- Our employees' dignity, fair treatment, health, safety and well-being are of the utmost importance. During the annual review process, employees' contributions to our culture and demonstrations of our values are assessed and recognised, and enhancement plans are determined. We "act with integrity and honour our commitments" and "value each other".
- As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.
- Consistent with our risk-based approach, we may require:
    I. Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct.
    II. Suppliers engaging workers through a third party to obtain that third party's agreement to adhere to the code.

MODERN SLAVERY AND HUMAN TRAFFICKING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chain, we will implement mandatory e-learning for all employees. Employees will be required to confirm that they have read, understood and will comply with the Modern Slavery and Human Trafficking Policy.

For Greenfields Countryside Ltd to assess the effectiveness of the measures taken, key performance indicators have been set. Modern slavery has been recorded as a risk and will be reviewed annually.

KEY PERFORMANCE INDICATORS

- Completion of employee training.
- Distribution of our Code of Conduct to our subcontractors and verification that they have received, read and understood.
- Our suppliers undergo ongoing vetting and are categorised by type: Consultancy, Training, Service & Maintenance, Supply of Goods & Services, Hired IN, Hired OUT & Environmental. The supplier's category determines the level of checks required.
- Reports of modern slavery and human trafficking breaches, investigations undertaken, and remedial actions taken.

This statement has been approved by the Board of Directors and is signed by the Directors.

This policy is in accordance with section 54 of the Modern Slavery Act 2015 and constitutes Greenfields Countryside Ltd's slavery and human trafficking statement.

For transparency, the company will publish this Modern Slavery and Human Trafficking Policy Statement on its website for the public, consumers, employees and other stakeholders to view.

Greenfields Countryside Ltd					
Director:	Neil Perks	**Director:**	Sarah Wake	**Director:**	Russell Milligan
Signed:		**Signed:**		**Signed:**	
Date:	20.10.2026	**Date:**	20.10.2026	**Date:**	20.10.2026