

Modern Slavery Statement – 2026/7

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to minimise the risk of modern slavery in our business and supply chains.

Introduction

Green Valley Arborists Ltd is committed to preventing slavery, servitude, forced or compulsory labour, and human trafficking (collectively, “Modern Slavery”) occurring in any part of its business or supply chain. Our commitment is to ensure that those organisations that we contract with to receive goods and services are aware of our policies in order to comply with the Modern Slavery Act. This commitment is evident through our company policies, which aim to uphold the highest ethical and professional standards. We ensure the adherence to policy commitments and compliance of current Government legislation and regulations.

Organisational Structure, Business Activities and Supply Chains

Green Valley Arborists Ltd is a UK-based tree and vegetation management company operating in the commercial and domestic sectors.

Our operations include:

- Direct employment of skilled and unskilled labour
- Engagement of subcontractors and specialist contractors
- Procurement of raw materials, manufactured components, plant hire, and professional services

Our supply chain extends throughout the UK and may include suppliers sourcing materials from jurisdictions where Modern Slavery risks are elevated.

Governance and Policy Framework

The Company has adopted and implemented a suite of policies designed to uphold ethical standards and prevent Modern Slavery. These include:

- **Modern Slavery Policy**
- **Whistleblowing Policy**, allowing confidential and anonymous disclosures
- **Anti-Bribery and Corruption Policy**
- **Supplier Evaluation Procedure**

These policies are approved by the Board of Directors and reviewed annually, or more frequently where legislative or regulatory changes necessitate revision.

Risk Assessment and Management

The Company undertakes ongoing risk assessments to identify and evaluate areas of potential exposure to Modern Slavery. Principal areas of risk include:

- Use of subcontracted labour, particularly in high-turnover or lower-skilled trades
- Engagement with temporary labour providers and recruitment intermediaries
- Procurement of construction materials from international markets with weaker regulatory frameworks

Where heightened risk is identified, the Company adopts proportionate mitigation measures, including enhanced due diligence, supplier audits, and contractual controls.

Due Diligence Procedures

The Company's due diligence measures regarding Modern Slavery include, but are not limited to:

- Assessing prospective suppliers and subcontractors through pre-qualification questionnaires requiring compliance with the Act
- Obtaining declarations regarding employment practices and labour conditions
- Conducting verification of employee right-to-work documentation in compliance with UK law
- Incorporating contractual obligations requiring ongoing compliance with anti-slavery standards
- Maintaining the right to audit and, where necessary, terminate contracts for non-compliance

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Where relevant, the Company may seek independent third-party audits or certifications demonstrating compliance with labour standards.

Training and Awareness

The Company provides training to personnel responsible for procurement, human resources, project management, and site supervision. Training programmes are designed to:

- Enhance understanding of Modern Slavery indicators
- Equip staff to identify and escalate concerns
- Reinforce the Company's zero-tolerance approach

All employees receive Modern Slavery information during induction, and refresher training is provided periodically.

All staff involved in the selection of suppliers and purchasing shall be briefed on this policy and on modern slavery.

Reporting Mechanisms

The Company encourages the reporting of any suspicions or concerns relating to Modern Slavery.

Reports may be made through:

- Line management
- The Human Resources department
- The Company's confidential whistleblowing channels (Whistleblowing Policy)

All concerns are investigated thoroughly, confidentially, and in accordance with internal procedures. The Company will take appropriate corrective action, including engagement with law enforcement agencies where required.

Performance Indicators

The Company monitors the effectiveness of its actions through a range of performance indicators, including:

- Number of supplier audits undertaken
- Percentage of supply chain partners completing Modern Slavery declarations
- Completion rates of staff training
- Incidents raised or identified and subsequent actions taken

These indicators are reviewed annually by senior management to ensure continuous improvement.

Signed	
Name	Luke Kendall
Position	Director
Date	08/10/2026

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