



Slavery and Trafficking Policy

Modern slavery is a crime and 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 and commercial gain. Jack Cotterill Tree Services Ltd has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its own business or in any of its supply chains.

The Company is also committed to ensuring there is transparency both in business and in its approach to talking about modern slavery throughout supply chains, consistent with disclosure obligations under the modern Slavery Act 2015. Jack Cotterill Tree Services Ltd requires the same high standards from all contractors, suppliers and other business partners; therefore the contracting process includes specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. The Company expects those who supply or work with the Company, to hold their own suppliers to these same high standards and will make this clear in our contracts and work documentation.

This policy applies to everyone working for, or on behalf of, The Company, in any capacity, including employees at all levels, Directors, Agency Workers, Volunteers, Contractors, Consultants or Business Partners.

The Company has overall responsibility for ensuring this policy complies with its legal and ethical obligations and that all those under the Company's control do also comply with it. This policy does not form part of an Employee's contract of employment and may be amended at any point.

The MD has primary and day to day responsibility for implementing this policy, monitoring its use and the effectiveness, dealing with any queries and auditing control systems and procedures to ensure they are effective in preventing modern slavery. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Relevant parties must read, understand and comply with this policy and all team members will receive training on their responsibilities and will be advised of any updates and revisions via email or during team meetings.



All parties must avoid any activity that might lead to or suggest a breach of this policy.

All parties must raise concerns about any issue or suspicion of modern slavery - in any parts of the business or supply chains of any supplier, at the earliest possible opportunity.

If any Employee or Contractor is unsure about whether a particular act, the treatment of workers more generally or their working conditions within any capacity constitutes any of the various forms of modern slavery, they should raise it with their Line Manager and report in accordance with the Company Whistleblowing Policy, at the earliest opportunity.

The Company aims to encourage openness and will support those who raise a genuine concern in good faith under this policy, even if they are found to be mistaken. The Company is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery, in any form, is or may be taking place in any part of the business or its supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If any party feels they have suffered any such treatment they should inform their Line Manager or Senior Management immediately.

The Company's commitment to addressing the issue of modern slavery in business and supply chains must be communicated to all suppliers, contractors and business partners at the beginning of the business relationship and reinforced as appropriate thereafter.

Any Employee who breaches this policy will face disciplinary action which could result in dismissal for misconduct or gross misconduct.

The Company may terminate its working relationship with organisations who breach this policy.

This policy is available at Jack Cotterill Tree Services Ltd, Unit 8-9 Hanbury Wharf, Hanbury Road, Droitwich, WR9 7DU.

Signed: 

Dated: 1-11-2023