



Modern Slavery and Human Trafficking

Policy Statement

This statement, relating to the financial year ending 31st December 2023, is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act") and outlines the steps we have taken as an organisation to assess operations and supply chains and mitigate any risk of slavery and human trafficking.

Whilst Greentree fall under the £36M turnover threshold, it is prudent to produce a Slavery & Human Trafficking Statement each financial year. So that other partners within the supply chain can access the statement, in order to meet their obligations, and demonstrate our awareness of the importance of the issue within our supply chain.

Modern Slavery and Human Trafficking

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.

Policy Statement

This policy applies to all persons working for Greentree or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Verton Ltd t/a Greentree strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Commitments

Greentree have a long-standing policy that we don't use or accept forced, bonded or involuntary prison labour or child labour. Nor do we demand deposits or hold on to our workers' identity papers, or work with businesses that do. We only work with people who choose to work freely. We respect the right to equal opportunity and freedom of association.

Greentree works to the principle that working conditions in our supply chain should meet international labour standards. Sourcing covers freely chosen employment, freedom of association, working conditions, child labour, living wages, working hours, discrimination, regular employment and harsh or inhumane treatment.

We welcome our people speaking up about any unethical behaviour and make it easy for them to do so via their manager. The steps we take for our supply chain depend on how we initially evaluate a supplier. We ask all but our lowest risk suppliers to complete our Supplier Questionnaire—which helps establish a high, medium or low risk of them falling below our standards.

Risk profiling helps us focus our efforts where they are most needed. For example, suppliers may present a higher risk of slavery or human trafficking because of where they're based or the type of product or service they provide. All medium risk suppliers get a review. High risk suppliers get a more detailed review to better understand the risk and put in steps to tackle it; this may mean visiting their sites. Each year we do on-site audits of our higher risk suppliers. We work together with them to address any problems we pick up.

James Locke
Managing Director