

## Modern slavery statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Tyler Grange has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business and we are aware of the requirements and demonstrate due diligence.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Tyler Grange has 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.

### Our business

Tyler Grange is a leading UK practice offering expert consultancy services in landscape planning, ecology and arboriculture. Our work covers a broad range of projects in both urban and rural contexts and includes complex urban extensions, major infrastructure proposals, and commercial development.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-bribery policy. This policy sets out the organisation's stance on bribery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. 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.
3. Whistleblowing policy. 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 and we are aware of the requirements and demonstrate due diligence, without fear of reprisals.



### Our suppliers

Tyler Grange maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

### Training

We conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business we are aware of the requirements and demonstrate due diligence if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

A handwritten signature in black ink that reads "Simon Ursell".

Signed

Simon Ursell  
Managing Director

Dated 11.01.2023

Reviewed

A handwritten signature in black ink that reads "H Brittain".

Helen Brittain  
Practice Manager

Dated 10.01.2023