

Modern Slavery and Human Trafficking

TG_100_40f Policy Statement

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Modern Slavery & Human Trafficking Statement

This statement is made pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that Tyler Grange Group Limited 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.

In addition, we also align with B Corp certification, the UN Global Compact's 17 Sustainable Developmental Goals and 10 Principles.

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 environmental 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 policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **([TG_100_001] Environmental Policy)** – this outlines TG’s approach to managing and protecting the environment and expresses our intentions, principles and goals relating to environmental and social governance;
- **([TG_100_26] Anti Bribery Policy)** – this 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;
- **([TG_200_002] Health & Safety Policy)** – is a formal document that outlines TG’s commitment to creating a safe and healthy work environment for its employees and other stakeholders;
- **([TG_100_250] Human Rights Policy)** – is a formal statement that outlines TG’s commitments to respecting, protecting and promoting human rights for its employees and other stakeholders;
- **([TG_100_178] Labour Standards Policy)** – this ensures fair and equitable treatment of its employees and other stakeholders, outlining the minimum requirements and expectations relating to working hours, wages, non-discrimination and other fundamental rights and protections;
- **([TG_100_44] Recruitment Policy)** - TG operates 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;
- **([TG_100_39] Whistle Blowing 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 that we are aware of the requirements and demonstrate due diligence, without fear of reprisals; and
- **([TG_100_14] TG Code of Ethics)** – this outlines the fundamental principles and values that guide our behaviour and decision-making and serves as a moral compass, providing a clear set of guidelines and standards to ensure ethical conduct in various contexts in our business and communities.

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. Annual updates of most of the documents listed above are shared with the team, who tick to say they have read and understood the policies.



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.

In addition, we extend this evaluation by requesting that our main suppliers complete our B Corp Questionnaire, which evaluates many aspects of ESG including, but not limited to, modern slavery and human trafficking.

Written by:

Handwritten signature of Helen Brittain in black ink.

Helen Brittain
Company Secretary & HR Lead

Date: 02/01/2024

Reviewed by:

Handwritten signature of Jon Berry in black ink.

Jon Berry
Managing Director

Date: 02/01/2024