

Modern Slavery and Human Trafficking

TGSF_100_040h Policy Statement

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1. Modern Slavery & Human Trafficking Statement

- 1.1. This statement is made pursuant to the Modern Slavery Act 2015¹ and the UN Global Compact's 10 Principles². It 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, or surrounding area, and that we are aware of the requirements and demonstrate due diligence.
- 1.2. Modern slavery is an umbrella term that encompasses situations around exploitation and servitude that a person cannot refuse or leave due to threats, violence, or deception. Examples of modern slavery include:
- criminal exploitation - victims are forced into illegal activities (common examples include shoplifting, pickpocketing, drug trafficking, or cultivation);
 - debt bondage - victims are forced to work to pay off debt, often with inflated interest that makes it impossible to repay;

¹ <https://www.legislation.gov.uk/ukpga/2015/30/section/54>

² <https://unglobalcompact.org/what-is-gc/mission/principles>



- domestic servitude - victims are forced to work in private households performing chores, childcare or cooking, often living in poor conditions with restricted freedom;
- forced labour - victims are forced to work long hours for little or no pay (common sectors relevant to Tyler Grange (TG) include construction, sub-contracting, and cleaning services);
- forced marriage - victims are married against their will and cannot leave, often involving sexual exploitation and domestic servitude;
- human trafficking; - victims are recruited, transported, or harboured for exploitation;
- organ harvesting - victims are trafficked, specifically to remove and sell internal organs on the black market; and
- sexual exploitation - victims are forced into prostitution, pornography or other sexual services through non-consensual abuse or deception.

2. How to spot a victim

- 2.1. Look for identifying red flags, such as signs of physical or psychological abuse, restricted movement, lack of access to identify documents (e.g., ID) or being accompanied by someone who speaks on their behalf.
- 2.2. 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.
- 2.3. If you see or hear anything that looks suspicious, follow the advice under [Victim Support](#).
- 2.4. For more information on how to spot a victim, see the Workers' Checklist - Your Rights as a Worker in the UK (which can also be found on the Supply Chain Sustainability School's website):

[Modern Slavery Workers Checklist Poster](#)



3. Victim Support

- 3.1. If someone is a victim of modern slavery and is in immediate danger, call the police, dialing 999.
- 3.2. If someone is a victim of modern slavery, but is not in immediate danger, phone the Modern Slaver and Exploitation Helping (UK) on 08000 121 700. This is a 24-hour confidential helpline. Alternatively, you can report incidents online via: <https://www.modernslaveryhelpline.org/>.
- 3.3. If a child, or young person, is a victim of modern slavery, contact the NSPCC on 0808 800 5000 or email help@nspcc.org.uk.
- 3.4. If you are a victim of modern slavery and working, your rights are protected by UK law. You can phone the Gangmasters & Labour Abuse Authority for free, confidential reporting on 0800 432 0804 or email: intelligence@gla.gov.uk.
- 3.5. Victims can also be signposted to the following organisations for tailored support, safe accommodation, legal advice, and rehabilitation. In all cases, follow the flowchart below:





Report Internally To HR

3.6. Additional resources include:

- The Salvation Army: 0800 808 3733, [[salvationarmy.org.uk](https://www.salvationarmy.org.uk)]
- Unseen UK: 08000 121 700, [unseenuk.org](https://www.unseenuk.org)
- Barnardo's (for children and young people): 020 8550 8822 [[college.police.uk](https://www.college.police.uk)]

3.7. Further guidance for organisations and individuals on how to identify and support victims, including referral processes and available support can be found via: [GOV.UK_guidance](https://www.gov.uk/guidance).

4. Our business

4.1. Tyler Grange is a leading UK practice offering expert environmental consultancy services in landscape planning, blue/green infrastructure, 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.

4.2. We ensure that all our direct employees undergo identification checks and that the same name and address is listed on our payroll. Under the Immigration, Asylum and Nationality Act 2006³ we will ensure our TG Partners (sub-contractors) also undergo the same checks.

5. Training

5.1. We include this ([TG_100_40] Modern Slavery and Trafficking Policy) within our ([TGSF_100_268] Annual Mandatory Training), that all staff must review and tick to say they have read and understood the policy and know where to go for further support.

6. Our policies

6.1. We host a number of associated policies that should be read in conjunction to this, to ensure that we are conducting business in an ethical and transparent manner. These include:

³ <https://www.legislation.gov.uk/ukpga/2006/13/contents>



- ([TGSF_100_001] Environmental Policy) outlines TG's approach to managing and protecting the environment and expresses our intentions, principles and goals relating to environmental and social governance;
- ([TGSF_100_026] Anti Bribery 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;
- ([TGSF_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;
- ([TGSF_100_178] Labour Standards & Human Rights Policy) labour standards 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. Human rights is a formal statement that outlines TG's commitments to respecting, protecting and promoting human rights for its employees and other stakeholders;
- ([TGSF_100_044] 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;
- ([TGSF_100_039] 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 that we are aware of the requirements and demonstrate due diligence, without fear of reprisals; and
- ([TGSF_100_014] 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.

7. Our Suppliers

- 7.1. Tyler Grange maintains a preferred supplier list, in line with the ([TGSF_100_001] Environmental Policy), which is accessible to our purchasing teams. We conduct due diligence on suppliers, where possible, before selecting them as approved suppliers.



7.2. We will send key suppliers a ([TGSF_100_287] Supply Chain Charter) and ([TGSF_100_286] TG Supplier Code of Conduct), which outlines our commitment to environmental expectations, social commitments and governance principles, along with signposts to purposeful training, resources and networks. In addition to a purpose-built ([TGSF_100_180 Supplier Screening Questionnaire]), aligning to our B Corp certification that we use to vet suppliers and inform our preferred suppliers list. We opt to choose local, independent and ethical suppliers and avoid larger and overseas cooperations, where possible.

7.3. Supplier due diligence includes disclosures around modern slavery, child labour, human trafficking, terrorist offences, financing, fraud, bribery, corruption and environmental pollution, as well as policy alignment and commitments.

8. Our performance indicators

8.1. With the measures we have in place, in-person training via Ride for Freedom⁴, a modern slavery charity who tells the stories from lived experience victims, and the annual review of this policy by all staff, our risk is relatively low. However, we will remain vigilant because we recognise that modern slavery may be prevalent within the built environment.

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

9. Responsibility

9.1. Everyone has a responsibility to look out for signs of modern slavery. This ([TG_100_40] Modern Slavery and Trafficking Policy) applies to all employees, supply chains and stakeholders.

9.2. The Managing Director has the overall responsibility of modern slavery within the company.

9.3. For internal reporting or questions around modern slavery, contact Lucie Waldron, People and Culture Lead (Human Resources).

⁴ <https://rideforfreedom.org.uk/>



Change History

Changes To	Date of Change	Version
<ul style="list-style-type: none"> • KG: MS Statement - removal of "S.54" as does not apply to our turnover. Examples of modern slavery, how to spot a victim, victim support and updates to training, suppliers and external influence added. 	07/01/2026	H
<ul style="list-style-type: none"> • KG: Our suppliers - removal of conviction online checks, replaced with disclosure signatories from PQQs. 	22/01/2025	G

This policy is updated annually, and forms part of the ([TGSF_100_268] Annual Mandatory Training) at Tyler Grange.

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