

Slavery and Human Trafficking Policy

Grassform Plant Hire Limited ("the Company") is committed to upholding the highest standards of ethical conduct and integrity in all its business activities. This policy outlines our unequivocal stance against slavery and human trafficking and the proactive steps we take to ensure that such practices do not exist within our operations or supply chains.

1. Purpose

This statement affirms **Grassform Plant Hire Limited's** zero-tolerance approach to slavery, human trafficking, forced labour, and child exploitation. It also highlights our commitment to promoting transparency, accountability, and ethical business practices across all areas of our operations.

2. Scope

This policy applies to all employees, contractors, suppliers, business partners, and any other individuals or entities engaged by or working on behalf of **Grassform Plant Hire Limited**, regardless of their location. It also extends to our supply chain, which is integral to maintaining our commitment to ethical practices.

3. Our Commitment

At **Grassform Plant Hire Limited**, we believe that everyone deserves the right to live and work freely, with dignity and respect. To this end, we are dedicated to:

- Eliminating the risks of slavery and human trafficking within our operations.
- Building and maintaining ethical supply chains.
- Acting with transparency in all dealings to foster trust and integrity.

4. Compliance with Legislation

Grassform Plant Hire Limited fully complies with the UK Modern Slavery Act 2015 and other applicable legislation addressing modern slavery, human trafficking, forced labour, and child labour. Our practices are designed to uphold the spirit and requirements of these laws, ensuring ethical compliance throughout our organization and supply chains.

5. Key Actions and Responsibilities

To achieve our commitments, **Grassform Plant Hire Limited** undertakes the following:

Risk Assessments

We regularly assess potential risks of slavery and human trafficking within our operations and supply chains, identifying and addressing areas of concern.

Suppliers

New and existing suppliers are required by us to complete a questionnaire and also to provide evidence to show compliance to the Act.

Training and Awareness

We provide comprehensive training to employees and contractors to ensure they understand how to identify signs of slavery and human trafficking and their responsibility in preventing such practices.

Due Diligence

We conduct rigorous due diligence when engaging new suppliers or renewing existing relationships. This includes supplier audits, self-assessment questionnaires, and reviews of third-party reports to confirm adherence to anti-slavery laws and ethical practices.

Whistleblowing Mechanism

Grassform Plant Hire Limited has established a confidential whistleblowing mechanism that allows employees, suppliers, and other stakeholders to report any suspicions or incidents of slavery and human trafficking.

6. Monitoring and Reporting

To ensure the effectiveness of our efforts, we implement robust monitoring systems, including:

- Regular review and updates to policies and procedures.
- Routine audits and compliance checks of suppliers and operational practices.
- Transparent disclosures in our annual Modern Slavery Statement, in accordance with legal obligations.

7. Breach of Policy

Any violation of this policy by employees, suppliers, contractors, or other stakeholders is treated with the utmost seriousness. Disciplinary actions, including termination of contracts or partnerships, will be taken against those found complicit in slavery, human trafficking, or related offenses. Where necessary, breaches will also be reported to appropriate authorities.

8. Continuous Improvement

At **Grassform Plant Hire Limited**, we recognise that addressing slavery and human trafficking requires ongoing vigilance and action. We are committed to:

- Reviewing this policy annually to ensure its effectiveness.
- Strengthening our processes and adopting best practices to mitigate risks.
- Engaging with stakeholders to build a culture of accountability and ethical behaviour.

9. Approval and Endorsement

This policy has been formally approved by Mark Dunning, Director, and is fully endorsed by the Board of Directors of **Grassform Plant Hire Limited**. It reflects our unwavering commitment to ethical business practices and the eradication of slavery and human trafficking from our operations and supply chains.

Signed: 

Mark Dunning - Director

9th January 2025