



MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Lampeter Tree Services Ltd (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2023.

B) ORGANISATIONAL STRUCTURE

The Organisation is based in one depot (Cae Celyn, Llanfair Road, Lampeter) from which location all employees work. The Organisation is controlled by the three Directors.

Lampeter Tree Services undertake tree work for utility companies, local authorities, housing associations, public bodies, farmers and private clients. The work entails the cutting of trees, and generally, but not always the disposal of arisings from farmland, parks, gardens and adjacent to roads, footpaths, rivers and railways. The works are carried out in a wide variety of locations including, but not limited to farmland, parkland, domestic gardens, public roadways, public pathways, rivers, industrial facilities, building sites, etc. Demand for our services is consistent throughout the year but workload increases during autumn and winter.

The labour supplied to the Organisation in pursuance of its operation is wholly carried out in the United Kingdom – mainly mid, west & south Wales.

C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation’s main supply chains include those related to plant, small tools and machinery, climbing equipment and safety clothing from various suppliers in the United Kingdom. We understand the complexity of some supply chains and that the Organisation first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

F) POTENTIAL EXPOSURE

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in safety clothing supply chains because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of slavery;
- creating action plans to address risk to modern slavery;
- ensure a zero tolerance policy towards modern slavery;

H) POLICIES

The Organisation has the following policies which further define its stance on modern slavery - modern slavery policy; a corporate social responsibility policy; supplier code of conduct; recruitment policy.

I) TRAINING

The Organisation provides the following training to staff to effectively implement its stance on modern slavery - [induction training, training on modern slavery policy].

J) SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.