



FORESTRY AND
LANDSCAPING

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to PB Forestry & Landscaping Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2017/2018

B) ORGANISATIONAL STRUCTURE

PB Forestry & Landscaping is a SME employing local people from the neighbouring towns & villages. The organisation does not have a board of directors at present. There are 10 permanent employees all together. This includes the Managing Director - Philip Bett, Assistant Manager - Tony Thomas, HR & Office Manager - Stella Keba and 7 PB Operatives, some of which are supervisors.

There is one centralised office located at Flecknoe Fields Farm, Station Road, Flecknoe, Rugby, CV23 8AZ. All employees are primarily based at this site and then grouped into gangs and sent out to various jobs around the UK.

The main works carried out by PB Forestry and Landscaping Ltd involves site clearance, ecological solutions, fencing, weed control, woodland maintenance, landscape management, planting and arboriculture consultancy. The main work of which is seasonal is planting and the felling of trees, this is due to nesting season, however, we do not employ any more people during this time as we have enough employees to manage this and all our work is carried out within the UK.

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 of 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.

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D) COMMITMENT

PB Forestry & Landscaping Ltd, 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 PB Forestry & Landscaping Ltd 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 UK.

E) SUPPLY CHAINS

In order to fulfil its activities, PB Forestry & Landscaping Ltd main supply chains include those related to the landscaping & forestry industries. This could include garden centres & nurseries, timber merchants, agricultural supplies and builder merchants all of which we may buy supplies from in which to deliver our services. We understand that the organisations first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

PB Forestry & Landscaping Ltd are members of BALI (British Association of Landscaping Industries) of whom deliver a rigorous and robust vetting process in order to ensure the highest standard of supplier/business is met when deciding upon its members.

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F) POTENTIAL EXPOSURE

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist within its supply chains because they involve the provision of potentially low paid labour in farming and landscaping industries within the UK.

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:

- No steps taken

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H) KEY PERFORMANCE INDICATORS

The organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the organisation or its supply chains.

- By delivering a rigorous vetting procedure during our recruitment process.
- By having a whistleblowing policy in place to enable all employees to approach management should the preserve something untoward occurring weather that is within or
- Robust sub-contracting procedures to ensure that any sub-contractors are vetted to ensure the high standards of PB Forestry & Landscaping Ltd are met.
- PB Forestry maintains a good working relationship with its suppliers in order to maintain the best possible service to our clients. Where possible, the organisation uses local suppliers and in doing so, has a better idea of where the products and supplies derive from.

I) POLICIES

The Organisation has the following policies which further define its stance on modern slavery including, but not limited to; Employee Handbook-Codes of Conduct, Sub Contactor questionnaire & contract agreement, management guidance handbook, recruitment process & guidelines.

J) SLAVERY COMPLIANCE OFFICER

PB Forestry & Landscaping Ltd 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 organisations 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.

Signed:

Ms Stella Keba - HR & Office Manager

Date: 17th January 2017

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