



Modern Slavery Statement

Version 3

Table of Amendments and Updates		
Version	Date	Detail
1	04.01.2021	Issue of first version
2	10.03.2023	Minor formatting and grammatical changes made throughout
3	10.03.2024	Policy review, no changes made

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Modern slavery statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Rose Tree Care Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. As a company we have 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.

1. Our Business

Established in 2013, Rose Tree Care Ltd is a multi-disciplinary company carrying out a wide range of vegetation and green space management services. The company has grown to meet the requirements of a diverse and growing client base carrying out contracts in the construction, local authority and commercial sectors.

2. Our High-risk Areas

As a company, we do not consider that activities falling within the scope of our business are high risk in relation to slavery or human trafficking.

We do consider suppliers from Eastern Europe or Asia to be potentially higher risk and the auditing or assessment of suppliers from those regions will have more focus on slavery and human trafficking.

3. Our Policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include:

- a. Modern Slavery Statement. This sets out the organisation's stance on modern slavery and explains where skilled operators can go for help.
- b. Recruitment Policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all skilled operators to safeguard against human trafficking or individuals being forced to work against their will.
- c. Whistleblowing Policy. We operate a whistleblowing policy so that all skilled operators know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

4. Our Suppliers

Rose Tree Care Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence checks on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been convicted of offenses relating to modern slavery (and on-site audits which include a review of working conditions). Our Modern Slavery Statement forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with our suppliers, we require that they confirm to us that:

- a. They have taken steps to eradicate modern slavery within their business.
- b. They hold their own suppliers to account over modern slavery.
- c. (For UK based suppliers) They pay their employees at least the national minimum wage/ national

living wage (as appropriate).

- d. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations.
- e. We may terminate the contract at any time should any instances of modern slavery come to light.

5. Training

We are committed where necessary to carry out training for any individual involved in procurement/buying 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.

6. 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 or supply chain if:

- a. No reports are received from employees, the public, our clients, or relevant enforcing authorities to indicate that modern slavery practices have been identified.

7. Implementation, Maintenance and Review

James Rose as Managing Director accepts overall responsibility for matters relating to modern slavery within the Company and is responsible for policy implementation.

The Managing Director may appoint competent persons to assist with the implementation and maintenance of policies and arrangements.

Signed by	James Rose
Position	Managing Director
Signature	
Date	10 th March 2024
Due date for latest revision	10 th March 2025