

# POL011 Modern Slavery Policy

Geotechnics Limited was established in 1983 to provide the full spectrum of services covering the design, implementation, interpretation and evaluation of geotechnical and contaminated land site investigations. It is now one of the largest independent specialists in the United Kingdom. The head office and laboratory are based in Coventry, with additional offices in Exeter, Chester and Yorkshire.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes the Company slavery and human trafficking statement. The Company undertakes to adhere to the provisions of the Act and any amendments or new legislation which come into force. The Company will not knowingly support or deal with any business involved in slavery or human trafficking.

The Directors acknowledge their personal and specific role in establishing this Policy and its implementation.

It should be noted that in accordance with The Modern Slavery Act 2015, Section 54 "Transparency in supply chains etc.", sub-section 3.1 Geotechnics Limited is not required to produce an annual report on slavery and human trafficking as our annual turnover is less than £36 million.

Geotechnics Limited recognises that slavery and human trafficking remains a hidden blight on our global society, and that the Company has a responsibility to contribute to overcoming this issue as far as is reasonably practicable.

This policy statement outlines our proposed approach:

- To act ethically and with integrity in all our business relationships and to collaborate with our Clients and supply chain to promote good practice.
- Alert staff to the risks, however small, in our business and in the wider supply chain. Staff shall be expected and encouraged to report concerns to management, who shall be expected to act upon them.
- To take into account, and support the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.

How we propose to achieve this:

- Establish disciplinary procedures where they are breached internally.
- Review of this Policy by the Directors on a regular basis to ensure its continuing suitability and relevance to the company activities.
- Communicate the policy, implementation measures, and implications to all Company staff and supply chains where relevant.
- Continual audit and review of our practices to ensure all employees are paid at least the living wage and have the right to work.
- Encourage the reporting of concerns and the protection of whistle blowers.

We recognise that slavery and human trafficking remains a hidden blight on our global society, and that the Company has a responsibility to contribute to overcoming this issue as far as is reasonably practicable.



**Paul Hayes**

Managing Director

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**Changes since last issue:**

- Rebrand

