



Modern day anti- slavery statement

Introduction

Terrenus and & Water Ltd, hereafter referred to as the Company, is committed to continuously improving its standards to combat slavery and human trafficking in its business and supply chain, and in acting ethically and with integrity in its business relationships.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the company slavery and human trafficking statement for the financial year ended 31 March 2019.

Our organisation

The company has a total of four staff one director and one member of contract staff. Our staff are largely directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in this country, so our focus is to ensure there are policies and procedures in place for our contractors and suppliers.

Our supply chain

The Company uses a discrete range of suppliers who provide services in support of operations.

Having reviewed our business operations and relationships, we believe that the area of highest modern slavery risk is in the supply chain supporting the site work involved and with labour.

Due diligence

The Company uses a discrete set of suppliers and as part of the design process ensure that safety standards are maintained. This affords an informal opportunity on a daily basis to assess activities of our suppliers. In the event of recruiting a hitherto unknown supplier they would be required to show evidence of a Modern Slavery statement, H&S Statement, and Equal Opportunities statement as a minimum.

Should a supplier fail or refuse to provide the information required or meet expectations, this may result not entering into a relationship with them or terminating any current relationship.

Policies

The Company has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- **Health and Safety Policy**
- **Equal Opportunities Policy** covering issues of human rights, gender equality and disability equal opportunities
- **Whistleblowing Policy** which encourages staff to report any concerns including any related to modern slavery/trafficking and Bullying in all its forms.
- **Mental Health Policy** which highlights the need to develop a culture of openness and suitable support to assist and maintain a return to work in concert with the employee./Page1

Training

During the year, training is provided to all staff together with supporting documentation available online through the company intranet.

Looking ahead

We will continue to review our procurement process and engage with our suppliers and subcontractors. Annual training to all staff will be supplied to enhance and encourage the company egalitarian ethos of parity for all and healthy working lives to include the employees of subcontractors.

Approval

This statement has been approved and signed by the Directors the Company

Signed

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Date: 1st April 2024

Review Date: April 2025