



Earth Environmental  
& Geotechnical

# EARTH ENVIRONMENTAL & GEOTECHNICAL LTD

## MODERN SLAVERY STATEMENT

### Overview

Modern slavery and human trafficking (Modern Slavery Act 2015) is a serious global issue that continues to affect millions of people from around the world, including many in developed countries, who are kept and exploited in various forms of slavery. Earth Environmental & Geotechnical Ltd (EEG) recognises the importance of our role in eradicating this issue within the Construction/Environmental supply chain and has a zero-tolerance approach to all forms of modern slavery.

EEG have taken several steps to identify any form of modern slavery, which are outlined in this policy, along with the actions being taken to continue to educate our employees and to identify any potential modern slavery risks related to our business.

It is important to EEG that everyone working for the company or within its supply chain can expect adequate working conditions, can work of their own free will and expect fair pay in return.

### Our Head Office

Based in Stockport, the head office currently includes central support functions including Corporate Governance, HR, H&S, Marketing, Finance, and IT.

### Our Employees

Our HR and recruitment processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to protect employees from any mistreatment or coercion.

EEG continues to operate robust HR processes using Qualified Agencies, to select the best quality staff and provide effective support for staff while they work for us.

All our employees enter into a contract of employment which they are free to terminate following the appropriate notice periods as defined in the contract.

We have continued to promote a culture of wellbeing, openness, support, and responsibility including:

- Updating all computer hardware to support the use of Microsoft Teams and or Zoom helping us stay in contact with and support staff who are home working
- Continuing to offer staff access to support from our in-house wellbeing ambassadors which are MHFA trained supporting each site and department.

### Supply Chain Process

At times EEG will use subcontractors to carry out work on our behalf who fall under two categories, suppliers of test equipment and other consumables, or suppliers of other testing or calibration services that we cannot conduct ourselves. A review of our supplier management process is planned for 2022.

## Looking Ahead

EEG Ltd has undertaken a commitment over the next 12 months to continue to develop policies, procedures, and activities to combat slavery and human trafficking within our business and supply chain. Our objectives and commitments include:

1. To continue to monitor and improve our policies and procedures to ensure our standards are being maintained and that we remain compliant with all legal, statutory and customer requirements.
2. To implement our Supply Chain Evaluation and Approval processes throughout the whole company to verify compliance with the Act, details of their approach to modern slavery, and establishing any risks from the whole supply chain.
3. To continue to train our managers and raise their awareness and understanding of the Modern Slavery act. To provide them with the skills required to monitor changes within our supply chain and the external environment in order to update our approach accordingly, and to ensure that the risk within our supply chain remains low and all such practices are eliminated from EEG and our associated supply chain.
4. To continue to provide our senior management team, operational managers, and supervisors training in Modern Slavery to enable them to recognise the types of modern slavery, and how these and human trafficking can directly affect our business.
5. To communicate to all employees the EEG position and approach to the Act through our News Letter platform, and notice board updates.
6. To continue to promote our Whistleblowing Policy and provide staff with a means of confidentially speaking up if they suspect that they, or their colleagues, may be subject to abuse of the act.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Earth Environmental & Geotechnical Ltd slavery and human trafficking statement for the financial year ended 31 March 2021

### **Responsible Personnel:**

*A Czarnecki*

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**A CZARNECKI (Managing Director)**

1<sup>st</sup> April 2021

EARTH ENVIRONMENTAL & GEOTECHNICAL LTD

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