

# Modern Slavery Statement

## *Purpose*

This statement establishes the company's commitment to preventing modern slavery and human trafficking from taking place within its business and supply chain.

## *Structure and supply chains*

Continental Landscapes is the only UK subsidiary of the Krinkels Group and delivers grounds maintenance and street cleansing services to public and private sector clients. The company's procurement activities are mainly focussed on vehicles, machinery, fuel and horticultural supplies. Our suppliers range from large corporations to small suppliers local to our operations. The vast majority of our suppliers are based in the UK.

## *Policy*

Implementing thorough processes for recruitment and supply chain management removes the risk of an incident of modern slavery or human traffic occurring. We have a zero tolerance approach to modern slavery and human trafficking and expect all of our employees and supply chain partners to have the same approach. The company always seeks continuous improvement and our approach to modern slavery and human trafficking will be reviewed regularly. Any opportunity to improve our policy will be implemented.

## *Identification of risk*

Continental Landscapes employees approximately 900 people across the UK. They all have contracts of employment and are required to submit all appropriate personal information to set them up as an employee. This includes right to work evidence in line with government guidance. The Company is compliant with all other legislative requirements including the National Minimum Wage and the National Living Wage.

Suppliers to Continental Landscapes have all been through the company's approval process.

## *Implementation*

The following is in place to assist the Company in achieving its objective to prevent modern slavery and human trafficking:

- Companies in our supply chain are subject to a rigorous approval process and we have a zero tolerance approach to slavery and human trafficking.
- Our supplier set-up processes requires suppliers to provide us with their modern slavery statement and policies. They are also required to disclose any upheld complaints after an investigation by the Equality and Human Rights Commission (or comparable body) and any findings of unlawful discrimination by an employment tribunal (or any comparable body).
- Any supplier or sub-contractor that is deemed high risk with regards to modern slavery will be removed from our list of suppliers.
- Our purchasing system does not allow orders to be raised to suppliers who are not on our supplier list.
- All new employees are subject to identity checks and need to evidence that they are eligible to work in the UK.
- Our safeguarding and whistleblowing procedures provide a clear channel for any potential issues to be communicated to the senior management team.

## *Responsibilities*

The Directors will communicate this statement to our employees, supply chain partners and other interested parties. They will also monitor the implementation of the Company's processes to ensure their consistent and effective application to prevent incidents of modern slavery and human trafficking in the Company and its supply chains.



Michelle Maybury

Managing Director

April 2024