



# The F.A. Bartlett Tree Expert Company

## MODERN SLAVERY STATEMENT

### Organisation

This statement applies to The F.A. Bartlett Tree Expert Company (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year ending 30<sup>th</sup> September 2022.

In compliance with the Modern Slavery Act 2015, The F.A Bartlett Tree Expert Company provides the following statement regarding its efforts to prevent slavery and human trafficking in its business and supply chain.

### Organisational structure

The F.A. Bartlett Tree Expert Company was founded in 1907 and is the world’s leading scientific tree and shrub care company. From it’s over 100 offices worldwide (US, Canada, UK and Ireland), Bartlett helps both residential and commercial customers maintain beautiful, healthy trees.

The procurement activities carried out by The F.A. Bartlett Tree Expert Company is predominantly national and our procurement activity is predominantly centralised, with the department primarily sourcing materials and equipment principally related to the provision of services to our customers.

### Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement

### Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK, Ireland, Canada and USA.

### Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the provision of arboricultural services to our customers.

### **Potential exposure**

In general, the Organisation considers its exposure to slavery/human trafficking to be low, nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

### **Steps**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Right to Work checks are completed with all potential new employees, prior to commencement
- Encourage our employees to raise any concerns about modern slavery. The company has a whistleblowing policy which can be used to report any instances of modern slavery. Furthermore, all employees have access to a confidential 24 hour support and advice line
- Require all of our suppliers to provide self-certification confirming that they are not aware of any incidents of slavery, forced labour or human trafficking occurring within their business and own supply chain
- Undertake regular reviews of our supply chain and identify any potential risks

The F.A. Bartlett Tree Expert Company is dedicated to ensuring that all employees are educated, understand and take seriously their personal responsibility for zero tolerance of modern slavery and human trafficking.

We are in the process of identifying an in-depth Modern Slavery and Human Trafficking Training for the Senior Management Team and intend roll out a 'Tool Box talk' to our Field Teams to raise awareness.

Over the course of the next financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers

### **Key performance indicators**

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains:

- Employee training completion
- Supply chain verification
- Reports of Modern Slavery and Human Trafficking breaches, investigations undertaken and remedial actions taken.

### **Policies**

The policies which further define our stance on modern slavery include our Equal Opportunity in Employment policy, Hiring and Orientation policy, Dignity at Work policy, Whistleblowing policy and Corporate Social Responsibility policy and Approved Supplier Vetting form.

**Responsibility and Implementation**

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed: 

Print name: Mr Richard Trippett

Job Title: Director

Date: 15/11/21

Dates this statement covers: 01/10/2021 – 30/09/2022