

# Slavery and Human Trafficking Statement

Financial year ending 31 December 2021.

## Introduction

The [Modern Slavery Act 2015](#) (“Act”) was introduced to help eradicate slavery, forced labour and human trafficking in the operations and supply chains of companies. This statement is made pursuant to Section 54, Part 6 of the Act and includes information about Terra Environmental Ltd (TEL), its own operations and supply chains, and how we are approaching the eradication of slavery and human trafficking within our business.

## Our commitment

TEL is committed to preventing and mitigating exploitation, bribery and corruption. We will not accept modern slavery, forced labour and human trafficking anywhere within our operations or supply chain. As part of our corporate social responsibility strategy, we have committed to undertaking a risk analysis of our supply chain to inform a plan to improve transparency and accountability in our supply chain.

## Policies

We have a number of employment policies in place which ensure that our employees are fairly treated, supported, remunerated and understand the behaviour expected by the organisation.

## Supply chains and risk areas

We take particular care in managing our procurement processes. The suppliers we use to deliver our activities, and our own operations, are primarily UK based.

We contract with a small range of companies, from testing laboratories to specialist equipment suppliers. Our risk analysis of our supply chain will allow us a better understanding of supply contracts where there is a greater risk of exploitation.

## Due diligence

As part of our approach to maintaining a supply chain that is free of modern slavery, forced labour and human trafficking, we require all commercial organisations bidding for TEL work to provide a copy or link to their anti-slavery statement.

Where such a statement does not exist (for example, where the bidder does not meet the Act’s criteria for a statement to be produced), we require a statement from the bidder confirming that it is committed to and acts according to the moral principles of the Act. Our own modern slavery policy is shared with suppliers during procurement processes.

We reserve our rights to terminate contracts with suppliers in the event that there is evidence of non-compliance with the Act. Opportunities to develop our approach further are being reviewed.

### **Training and awareness raising**

Awareness raising amongst our employees is key to ensuring that risk areas are recognised and employees know what to do if they become aware of any concern associated with exploitation.

### **Actions in the last reporting year**

In the last reporting year, we have:

- Developed our approach to combatting modern slavery and to monitor progress against our Modern Slavery objectives and policy.
- Required all staff to complete mandatory modern slavery awareness training.
- Registered with the [Home Office modern slavery registry](#) and uploaded our 2020-22 modern slavery statement
- Updated our supplier check forms to include reviewing our supplier's Modern Slavery statements

We have not received any reports of potential or actual breaches of the Act and no procurements or contracts have been terminated as a result of concerns regarding compliance with the Act.

### **Future plans**

In the coming financial year (to 31 December 2021), we will:

- Work to complete a risk analysis of our supply chain and create an action plan to improve transparency and accountability
- Identify key performance measures regarding the mitigation of modern slavery in our supply chain
- Share our Modern Slavery policy with suppliers and request that it is cascaded to their employees
- Enhance the mandatory training on modern slavery offered to all staff
- Enhance training available for procurement staff and contract managers
- Review and update Modern Slavery references in our contracts
- Continue to raise awareness of the Act within TEL via presentations at staff meetings etc.

This statement will be made available on request to all those organisations in receipt of TEL services.



It is the responsibility of all staff to ensure that employees and contractors comply with the requirements and standards laid down.

*P. J. Garrett*

**Paul J. Garrett**  
**Managing Director**

**January 2021**