

MODERN SLAVERY & HUMAN TRAFFICKING POLICY

1. Introduction

TREECO LTD is committed to ensuring that modern slavery, human trafficking, and other forms of forced labour have no place in our business operations or supply chains. We recognize our responsibility to take a proactive stance in identifying, addressing, and preventing these unethical practices in line with the **Modern Slavery Act 2015**.

This policy applies to all employees, contractors, suppliers, and partners involved in TREECO LTD's operations and supply chain.

2. Our Commitment

- We will not tolerate any form of modern slavery, including forced labour, human trafficking, child labour, or debt bondage, in our operations or business relationships.
- We are committed to ensuring transparency in our supply chains and implementing effective systems to combat modern slavery.

3. Responsibility

The Managing Director holds overall responsibility for ensuring this policy is implemented. Managers and employees at all levels must adhere to this policy and report any concerns promptly.

4. Due Diligence in Supply Chains

We will:

- Vet and monitor suppliers, subcontractors, and partners to ensure compliance with this policy.
- Require all suppliers to confirm adherence to ethical labor practices as part of our supplier agreements.
- Assess potential risks in supply chains, especially in high-risk sectors or geographies.

5. Employee Awareness and Training

We are committed to raising awareness of modern slavery among our employees by:

- Providing regular training to help employees identify and respond to modern slavery risks.
- Ensuring employees are aware of reporting mechanisms to raise concerns.

6. Reporting Concerns

Employees and stakeholders are encouraged to report concerns about modern slavery or unethical practices through our confidential reporting system. Reports can be made to:

Email: info@treecoltd.com

7. Actions and Remediation

If we identify instances of modern slavery or unethical practices:

- Immediate steps will be taken to address and remedy the issue.
- Relationships with non-compliant suppliers or contractors will be reviewed and terminated if necessary.

8. Review and Continuous Improvement

This policy will be reviewed annually to ensure its effectiveness and alignment with legal and ethical standards.

Approved by:

Carl Simpson



Managing Director

TREECO LTD

01/09/2025