



## **Introduction**

Modern slavery deprives a person's liberty and dignity for another person's gain. It is a problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Evolution Surveys Limited, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking.

## **Our business and supply chains**

Evolution Surveys Limited provides a range of land surveying services to professions including construction, rail and environmental consultants. We operate predominantly within the UK.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

## **Policies**

Evolution Surveys Limited operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.



- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour in our work.

### **Supplier due diligence**

Evolution Surveys Limited conducts due diligence on all new suppliers during on boarding and on existing suppliers at regular intervals. This includes requiring new suppliers to declare they are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offence involving slavery or human trafficking.

We require all suppliers to confirm that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

### **Action Plan for year 1st January 2023 – 31st December 2023**

We will continue to take all reasonable steps to avoid slavery/human trafficking entering our business or supply chain by:

- Continuing to comply with guidance and follow best practice
- Continuing to ensure that any new staff receive training in identifying and reporting incidents of modern slavery/human trafficking
- Actively encourage employees to report any concerns through our Whistleblowing Policy.