

Grove Site Services ("GSS") is committed to preventing modern slavery and human trafficking in all aspects of our business operations and supply chain. We uphold the highest ethical standards and expect our employees, suppliers, and business partners to adhere to the same principles.

1. Purpose

This policy outlines GSS's commitment to identifying, preventing, and addressing risks related to modern slavery and human trafficking. It applies to all employees, contractors, suppliers, and business partners.

2. Our Commitment

2.1 We have a zero-tolerance approach to modern slavery, forced labor, and human trafficking.

2.2 We conduct business ethically and transparently, ensuring compliance with the UK Modern Slavery Act 2015.

2.3 We actively assess and mitigate risks within our business and supply chain.

3. Responsibilities

3.1 **Management:** Ensures compliance with this policy, conducts risk assessments, and provides guidance on ethical employment practices.

3.2 **Employees:** Are expected to report any concerns regarding modern slavery or unethical labor practices.

3.3 **Suppliers & Partners:** Must adhere to fair labor practices and comply with all relevant labor laws and regulations.

4. Due Diligence and Risk Assessment

4.1 We conduct supplier audits and vetting processes to ensure compliance with ethical labor practices.

4.2 We engage only with suppliers and partners who uphold human rights and fair labor standards.

4.3 We regularly review and update our procedures to prevent exploitation within our operations.

5. Training and Awareness

5.1 Employees receive training to identify and report instances of modern slavery.

5.2 We educate our partners on their responsibilities to prevent human rights violations.

6. Reporting Mechanism

6.1 Employees and stakeholders can confidentially report concerns related to modern slavery through [Insert Reporting Channel].

6.2 All reports will be thoroughly investigated, and appropriate action will be taken.

7. Policy Review and Updates

7.1 This policy will be reviewed annually to ensure ongoing compliance with legal and ethical standards.

7.2 Any updates will be communicated to all relevant stakeholders.

8. Contact Information

For any inquiries related to this policy, please contact:

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