

2.1 Modern Slavery Policy Statement

Underground Surveys (UK) Ltd is committed to a management framework which pursues continual and progressive improvement to ensure compliance with employment legislation such as the *Modern Slavery Act 2015*.



The Act concerns offences relating to human trafficking and slavery and imposes a legal obligation on organisations to ensure transparency in supply chains. Definitions include:

- Slavery. Ownership is exercised over a person.
- Servitude. Coercion to oblige a person to provide services.
- Forced or compulsory labour. A person works on a non-voluntary basis under the threat of a penalty.
- Human trafficking. Arranging or facilitating the travel of a person with a view to exploiting them.

This Policy Statement, pursuant to section 54(1) of the *Modern Slavery Act 2015* constitutes the company's Modern Slavery Policy.

Underground Surveys (UK) Ltd has a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place within our own business or within our supply chain. To ensure transparency within our core business the company will:

- Ensure appropriate training is given to all employees and as part of the company's induction process.
- Communicate our zero-tolerance approach to modern slavery to our suppliers, contractors and business partners at the outset of our business relationships and reinforce our position as appropriate thereafter.

Underground Surveys (UK) Ltd will also take appropriate steps to ensure that modern slavery and/or human trafficking is not taking place within our supply chains, including:

- Requiring our suppliers to declare that they are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offence involving such practices.
- Requiring our suppliers to take appropriate steps to ensure that slavery and/or human trafficking is not taking place within their own supply chains.
- Assessing instances of non-compliance on a case-by-case basis and identifying remedial actions.

Underground Surveys (UK) Ltd appreciates the importance of the company's Modern Slavery Policy and to ensure its successful operation must take into consideration the views of its employees. Therefore, the company will strive to develop a positive culture based on consultation, cooperation and communication.

Adequate resources will be provided to meet the requirements of the Policy and all applicable Legislation.

The company will ensure the continuous monitoring of the Modern Slavery Policy to ensure its objectives are met. To this aim the company will ensure that the Policy is reviewed and updated at regular intervals to reflect legislative and/or organisational changes.

Kelly Richardson

Managing Director

A handwritten signature in black ink, appearing to read 'K Richardson', is written over a faint, light-colored signature line.

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