



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

In compliance with the Modern Slavery Act 2015, Glendale offers the following statement regarding its efforts to prevent slavery and human trafficking in its business and supply chain.

Our Structure, Business & Supply Chains

Glendale specialises in offering solutions for the total management and maintenance of the green environment. Glendale delivers a portfolio of nine specialist green services: grounds management, arboriculture, supply of plants and semi-mature trees, countryside management, estate management, vegetation control, landscaping, cleansing services and golf course management.

For the purposes of this statement "Glendale refers to Glendale Grounds Management Limited, Glendale Countryside Limited, Glendale Liverpool Limited, Glendale Horticulture Limited, Glendale Golf Limited and Glendale Community Golf Limited".

The procurement activities carried out by Glendale mainly relate to plant, industrial equipment, vehicles, fuel, and UK and EU sourced labour. The majority of our suppliers are based in the UK.

Policies

Glendale's commitment to prevent modern slavery is outlined in our Slavery and Human Trafficking Policy and our Purchasing Policy.

Due Diligence Processes in relation to slavery and human trafficking

Glendale will not support or deal with any business knowingly involved in slavery and/or human trafficking. The company has zero tolerance of any act(s) of modern day slavery and human trafficking within its business and its supply chains, including subcontractors and partners. The company acknowledges its responsibility as defined by the Modern Slavery Act 2015 and ensures transparency within the organisation and its suppliers of goods and services.

As part of the company's due diligence processes in connection with its slavery and human trafficking policy, the supplier approval process requires suppliers to comply with the Modern Slavery Act and to submit evidence as to how they take steps to mitigate this issue, where required. Imported goods from sources from outside the UK and EU are potentially more at risk for

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slavery/human trafficking issues. The level of management control required for these sources is continually monitored.

Glendale uses select providers to manage its small amount of agency and temporary worker requirements. The contracts require the provider to ensure compliance by itself and its suppliers with the requirements of the Modern Slavery Act.

Identification of the risk of slavery and human trafficking in our business and supply chains, and the steps taken to assess and manage risk

In terms of identifying indirect suppliers (for example, suppliers of components which form part of the equipment purchased by Glendale), each direct supplier is required under Glendale's compliance requirements to confirm that their supply sources for any components or labour for their equipment are compliant with the Modern Slavery Act.

In terms of use of direct labour within the UK, Glendale employs approximately 1,500 employees on direct contracts of employment, all of which are compliant with UK and EU legislation. Wages are paid electronically directly to employee's bank account and all new employees of Glendale are required to provide the appropriate Right to Work evidence in line with Home Office guidance. Glendale is fully compliant with the legislative requirements of both the National Minimum Wage and the National Living Wage.

With regards to indirect labour, Glendale uses carefully selected providers to manage its small amount of agency and temporary worker requirements. A Service Level Agreement is in place with the suppliers which obliges them to comply with the Modern Slavery Act, amongst other regulations. In addition, we understand that the compliance safeguards within the suppliers payroll systems mean that a worker cannot be supplied to Glendale unless they have provided the correct documentation in relation to their right to work in the UK.

Where Glendale employs subcontractors to carry out work on its behalf, the sub-contract agreement contains obligations to comply with the Modern Slavery Act and other employment legislation.

Responsibility & Implementation

The company directors and senior management take responsibility for implementing the Modern Slavery and Human Trafficking Policy and this statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

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A full copy of the Modern Slavery and Human Trafficking Policy is accessible to all employees electronically or can be obtained from the HR department upon request. This policy statement will be reviewed annually and published.

This statement is made pursuant to section 54(1) Modern Slavery Act 2015 and constitutes Glendale's Slavery and Human Trafficking statement for the financial year ended 31 December 2016.

Signed.....
Group HR Director

Date:.....