

## **Modern Slavery Policy**

Whilst Newgrove are not an 'affected business' under the terms of the Modern Slavery Act 2015, we are committed to running an ethical and environmentally responsible business.

Modern slavery is a term used to encapsulate the crimes of slavery, servitude, forced or compulsory labour and human trafficking. Newgrove are clear that modern slavery in any form is unacceptable and have a zero tolerance approach to modern slavery of any kind within our organisation and supply chains.

To our knowledge we have never had any incidences of modern slavery within our business. We are committed to improving our practices to enable us to identify and eradicate any modern slavery within our supply chains. We have raised awareness about the Act amongst senior management of the organisation.

We are not required to formally categorise our suppliers on the basis of risk of modern slavery. However we do not believe that our suppliers condone or adopt any modern slavery practices.

Newgrove commit to investigate any allegations should they arise and take appropriate action in accordance with our policies and procedures. In the event of such an event occurring or an allegation being made, the matter will be initially reported to the Managing Director to determine appropriate action.

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