

HD Surveying 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** - where ownership is exercised over a person.
- **Servitude** - involving coercion to oblige a person to provide services.
- **Forced or compulsory labour** - where a person works on a non-voluntary basis under the threat of a penalty.
- **Human trafficking** - involving arranging or facilitating the travel of a person with a view to exploiting them.


This Statement, pursuant to section 54(1) of the *Modern Slavery Act 2015* constitutes the Company's Modern Slavery Policy. HD Surveying Ltd has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place in our own business or in our supply chain. To ensure there is transparency in our core business the Company will:

- Ensure appropriate training is given to all Employees and as part of the Company induction process.
- Communicate our zero-tolerance approach to modern slavery to our Suppliers, Contractors and Business Partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

HD Surveying Ltd also takes appropriate steps to ensure that there is no modern slavery or human trafficking in our supply chains. This includes:

- Requiring new 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 slavery or human trafficking
- Requiring our suppliers to take appropriate steps to ensure that there is no slavery or human trafficking in their own supply chains.
- Assessing any instances of non-compliance with on a case-by-case basis and identifying appropriate remedial action.

HD Surveying Ltd will ensure the continuous monitoring and the regular review of the company's Modern Slavery Policy Statement 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.

Name:	Bob Dimond
Position:	Director with Responsibility for Health and Safety
Signed:	
Date:	22nd January 2021 (valid until 11th February 2022)