



Modern Slavery Statement

Pro Landscapes MDX Ltd
Unit 35 Longshot Lane Industrial Estate
Bracknell
Berkshire
RG12 1RL

Registered Company Number: 09207539

Policy date: January 2025

This Modern Slavery Statement outlines the commitment of Pro Landscapes to prevent modern slavery and human trafficking within our business operations and supply chains. As a responsible organization, we recognize the significance of addressing these issues and are dedicated to promoting ethical practices that uphold human rights across our operations.

Our Commitment to Ethical Practices

Pro Landscapes is unwavering in our commitment to eliminating modern slavery and human trafficking. We adhere to the following principles:

- 1. Compliance with Legal Standards:** We comply with all relevant labour laws, including the Modern Slavery Act, and other international regulations concerning human rights. Our policies reflect our commitment to maintaining a workplace that is free from exploitation.
- 2. Supplier Due Diligence:** We recognize that our supply chains may be at risk for modern slavery practices. To mitigate this risk, we conduct comprehensive due diligence on our suppliers and subcontractors, assessing their labour practices, policies, and compliance with ethical standards. We require our suppliers to commit to our Supplier Code of Conduct, which explicitly prohibits any form of modern slavery.
- 3. Employee Training and Awareness:** We are committed to raising awareness of modern slavery among our employees. We provide training programs to educate our workforce about the signs of modern slavery and human trafficking, empowering them to recognize and report any concerns. This training includes information on how to approach the situation sensitively and the importance of confidentiality.
- 4. Reporting Mechanisms:** We have established robust reporting mechanisms for employees, clients, and stakeholders to raise concerns about potential modern slavery issues. These mechanisms ensure that individuals can report concerns anonymously and without fear of retaliation. We take all reports seriously and investigate them thoroughly.
- 5. Collaboration with Stakeholders:** Pro Landscapes actively collaborates with industry partners, non-governmental organizations (NGOs), and government agencies to combat modern slavery. We participate in initiatives that promote ethical labor practices and share best practices within our industry.

Risk Assessment and Mitigation

We conduct regular risk assessments to identify vulnerabilities in our supply chains and operations. Our assessments consider factors such as geographical regions, the nature of the services provided, and the complexity of our supply chains. Based on these assessments, we implement targeted strategies to mitigate identified risks, which may include:

- Regular audits of suppliers to ensure compliance with our ethical standards.
- Engaging with suppliers to improve their labour practices and policies.
- Developing long-term partnerships with suppliers who demonstrate a commitment to ethical labour practices.

Monitoring and Evaluation

Pro Landscapes is committed to monitoring the effectiveness of our policies and practices in combating modern slavery. We conduct annual reviews of our Modern Slavery Statement, supplier compliance, and employee training programs to identify areas for improvement. We also encourage feedback from stakeholders to enhance our approach to preventing modern slavery.

Future Goals

Looking ahead, Pro Landscapes aims to strengthen our efforts in the following areas:

- Expanding our training programs to include more comprehensive resources on modern slavery.
- Enhancing our supplier engagement processes to ensure ongoing compliance and ethical practices.
- Increasing transparency in our supply chain by publicly reporting on our progress and initiatives related to modern slavery.

Pro Landscapes is fully committed to combating modern slavery and human trafficking. We believe that every individual deserves to work in an environment that respects their rights and dignity. Through our proactive approach and dedication to ethical practices, we strive to contribute to a society free from exploitation and abuse.

Approval

This statement has been approved by the Board of Directors of Pro Landscapes and will be reviewed annually to ensure its relevance and effectiveness in addressing modern slavery risks.

Signed:

January 2025

Daniel Pilcher
Director



Pro Landscapes MDX Ltd

This policy is due for review in January 2026.