

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Milieu Landscape Design has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Milieu Landscape Design has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings. If you have any concerns about modern slavery or human trafficking, these should be reported.

Our Business

Milieu Landscape Design is a Landscape Institute Registered, Private Limited Company based solely in the UK providing professional landscape architecture consultancy services to both public and private sectors. Our operations are design, consultancy, contract administration and project management focused, and we do not believe we undertake any high-risk activities as an organisation.

Slavery and Human Trafficking policies

Milieu Landscape Design strives to maintain the highest standard of employee conduct and ethical behaviour. Milieu Landscape Design encourage the confidential reporting of concerns related to the direct activities of our business and supply chain and management are expected to act upon them.

Employee Conduct: Milieu Landscape Design's employee contracts make clear to employees the actions and behaviour expected of them when representing the company. Milieu Landscape Design strives to maintain the highest standards of employee conduct and ethical behaviour when managing its supply chain.

Whistleblowing: The employee contract ensures all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Professional services code of conduct: Milieu Landscape Design is committed to ensuring that its consultants adhere to the highest standards of ethics and conform to the professional Code of Conduct and Charter as set out by the Landscape Institute.

MILIEU LANDSCAPE DESIGN *Chartered Landscape Architects*

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Reg. No. 6831733(England & Wales) VAT Reg.No. 948000536

Director: Christopher Forshaw BA(Hons), BLA, C.M.L.I.

Recruitment statement: We operate a robust approach to recruitment including suitability and legality to safeguard against human trafficking or individuals being forced to work against their will.

Suppliers

Milieu Landscape Design will not support or deal with any business knowingly involved in any activities contrary to its ethical position including involvement in modern slavery or human trafficking.

Training

A copy of the policy and the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained on request. All employees are required to familiarise themselves with the policy and comply.

The Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate training to ensure that slavery and human trafficking is not taking place within the organisation or its supply chains.

Directors' Approval

This statement has been approved by the director and will be reviewed annually and published in accordance with current law.

Signed:

A handwritten signature in black ink, appearing to read 'Christopher Forshaw', with a large, stylized initial 'C'.

Christopher Forshaw
(Director)

Date: 31/01/2019