

# Modern Slavery Statement

## Introduction

CSA Environmental (CSA Landscape Limited) is committed to combat slavery and human trafficking in its business and supply chain, and in acting ethically and with integrity in its business relationships.

CSA Environmental is classed as a 'Small or Medium Sized Enterprise' (SME) and with a turnover <£36M, is not required by law to publish a statement pursuant to Section 54 of the Modern Slavery Act 2015. However CSA recognises the importance of this topic and has prepared the following statement to demonstrate our commitment to combating modern slavery.

## Our organisation and Supply Chain

CSA Environmental is a multidisciplinary environmental consultancy operating across three offices in United Kingdom.

We have around 55 staff all based in and working within the United Kingdom. Our staff are directly employed but we also employ trusted sub-consultants to fulfil certain, generally specialist, tasks. We do not have a long or complex supply chain and do not therefore consider that we operate in a sector that is particularly susceptible to labour exploitation, slavery or human trafficking. Nonetheless, we are focussed on ensuring that as a business we have a clear understanding of modern slavery risks and that we ensure there is no modern slavery occurring within the businesses of our sub-contractors and suppliers.

## Responsibilities

CSA Environmental carries out a due diligence process on all sub-consultants/suppliers and has developed clear and robust procedures. This ensures that we only select suppliers who comply with our high standards and policies.

Current procedures do not specifically include a review of modern slavery perspective. However, CSA are committed to reviewing our Supplier Approval Procedures for the 2017-2018 financial year onwards and will look to reinforce our supplier questionnaire. Suppliers will be expected to comply with the National Minimum Wage Regulations and the Modern Slavery Act 2015. Where appropriate, copies of the policies will be sought from the suppliers so that we can review their own procedures for compliance. CSA may also seek contractual assurances in this regard, when appropriate.

## Policies

CSA has a number of policies and processes which will help to minimise the risk of modern slavery in our supply chain. These include:

- **Recruitment Policy** – CSA recruits staff directly and through a small number of reputedly recruitment agencies, when appropriate. CSA do not recruit temporary staff through agencies and when employing staff directly, CSA contracts always exceed national minimum wage requirements. When utilising sub-consultants to fulfil specific roles, CSA will always seek information on the individuals involved with

the work and confirmation that their employment is governed by appropriate terms and conditions.

- **Supplier Approval Process** – CSA does not wish to be associated with any organisation that is found to be involved with labour exploitation human trafficking or modern slavery. Should any supplier fail to comply with the requirements of the Modern Slavery Act 2015 we would seek to terminate our relationship, unless a convincing reason for, and remedy of, the situation was immediately forthcoming.

## Training and Awareness

Internal awareness training will be provided to staff with responsibility for the procurement of external services to ensure an appropriate awareness of modern slavery and the requirements of the Modern Slavery Act 2015.

## Looking ahead

We will continue to review our procurement process and engage with our suppliers. We will develop our supplier approval processes to ensure that labour exploitation, modern slavery and human trafficking are understood and taken seriously by suppliers. We will provide further training to staff on modern slavery issues.