Arbor Division Ltd

Modern Slavery Statement

This statement applies to Arbor Division Ltd. Whilst our annual turnover is below the £36 million threshold of which the Act relates to, we are fully committed to ensuring that modern slavery is not occurring in our supply chain or any part of our business.

The information included in the statement refers to the financial year ending 31st March 2025.

A) Company Structure

Arbor Division Ltd has one Director. We have one centralised office located at Stotfold Farm, Seaton Village, Seaham, SR7 0NE.

The main activity carried out by Arbor Division Ltd is the provision of Arboricultural services to rail, utilities, commercial and domestic clients across the UK.

Demand for our services can fluctuate at various times throughout the year.

B) Definitions

We recognise that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

C) Commitment

We acknowledge our responsibilities in relation to tackling modern slavery and are fully committed to the prevention of all forms of slavery, forced labour or servitude, child labour and human-trafficking, both in our business and in our supply chains. We will not tolerate it.

We understand that this requires an ongoing review of internal practices in relation to our labour force and, additionally, our supply chains.

We do not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Arbor Division Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. We strictly adhere to the minimum standards required in relation to our responsibilities under relevant employment legislation in the United Kingdom, and can demonstrate exceedance of such minimums in relation to its employees.

D) Supply Chains

In order to fulfil our activities, our main supply chains include those related to the supply of forestry industry labour, supply and hire of equipment and goods, haulage, consultancy services. The majority of our supply chain is sourced from within the UK, with purchase of some goods and parts coming from abroad via UK distributers.

E) Potential Exposure

We consider our main exposure to the risk of slavery and human trafficking to exist where parts and materials are sourced from abroad through a distributer and the company may not be familiar with the level of welfare and ethics governed by such a country.

In general, Arbor Division Ltd considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to us.

F) Impact of Covid-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for Arbor Division Ltd, as it did for others across the nation.

However, the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above. Despite having to furlough one member of staff, this was balanced with a slight down turn or postponement of services therefore additional temporary labour was not required beyond the normal level of engagement.

During the pandemic, our employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, our employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

Arbor Division Ltd's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

G) Steps

We carry out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in our company or supply chains, including conducting a review of the controls of our suppliers.

We have not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

We have taken the following steps to ensure that modern slavery is not taking place:

- Right to Work checks are completed with all new employees and subcontractors
- We recognise that our employees need to have the opportunity to report any concerns they may have regarding any aspect of working practices and have provided all employees with access to a confidential 24 hour support and advice line (EAP)
- In addition we subscribe to CIRAS, an independent, confidential reporting body
- We are accredited with the Living Wage Foundation as a Living Wage Employer

H) Key Performance Indicators

We have set the following key performance indicators to measure our effectiveness in ensuring modern slavery is not taking place in our company or supply chains.

- The company seeks to identify potential breaches of Modern Slavery law in the organisation or in any of its supply chain.
- Engage with staff to promote awareness throughout the organisation of modern slavery subject.
- Publish staff responses every 12 months in the Company brief.
- Publish evidence and outcome of review of business practices.
- Evidence stakeholder engagement.

I) Policies

Our policies which further define our stance on modern slavery include our equality, inclusion and diversity policy, anti-bribery policy and our recruitment policy.

Business with suppliers found to be in breach of the supplier code of conduct will be terminated.

J) Training

The Organisation provides induction training and an interactive Modern Slavery course explaining:

- Modern Slavery Act,
- definitions and misconceptions,
- identifying and reporting cases.

K) Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, Deborah Howell, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement will be reviewed for each financial year.

Date of Review	01/07/2025
Date of Next Review	01/07/2026
Signed	
Position	Managing Director