

1. Organisation Structure and Supply Chains

- 1.1 Geobear LTD (GBL) is a specialist geotechnical contractor who develops designs and conducts ground improvement / stabilisation, void filling and remedial subsidence repair solutions.
- 1.2 The purpose of the Modern Slavery and Human Trafficking Policy is to communicate to our employees, customers, suppliers, shareholders, and the communities we serve, our commitment to combating modern slavery in the construction industry.
- 1.3 GBL, the UK's leading provider of sustainable, data-driven asset management solutions for the built environment. We conduct projects in the UK, Ireland, Northern Europe, USA & China procuring products and materials from the UK and mainland Europe.
- 1.4 We are dedicated to ensuring there is transparency in our business and in our approach to combating modern slavery in all our operations. We expect the same high standards from all our subcontractors and suppliers.
- 1.5 Our policy draws upon the GBL's 'SPIRE' values which underpins our strong principles on Safety, Partnership, Integrity, Respect and Excellence guide our activities.
- 1.6 The Modern Slavery Act 2015 is an Act of the Parliament of the United Kingdom. It is designed to tackle slavery in the UK and consolidates previous offences relating to trafficking and slavery. The act extends to England and Wales.
- 1.7 Section 54 of the UK's Modern Slavery Act 2015 is the transparency in supply chains provision.
- 1.8 It requires commercial organisations operating in the UK, with an annual turnover of £36 million or more, to prepare an annual statement on the steps the company has taken, if any, to ensure slavery and human trafficking is not happening in its own business and supply chains. The statement must be approved by the board of directors (or equivalent management body) and signed by a director (or equivalent) and published on the homepage of the website of the commercial organisation (or a link on the homepage to the statement must be provided).
- 1.9 More than 45 million people are estimated to be entrapped in modern slavery across the world. They are deprived of their freedom for the personal or financial gain of their exploiter.
- 1.10 Modern Slavery is a term used to encapsulate both offences in the Modern Slavery Act: slavery, servitude and forced or compulsory labour; and human trafficking. Modern Slavery can take many forms the most common being domestic servitude, sex trafficking, forced labour, bonded labour, child labour and forced marriage.
- 1.11 We fully support the government's objective to eradicate modern slavery and human trafficking. To that end we are signatories to the Gangmasters & Labour Abuse Authority, Construction Protocol.

Prepared by: Malcolm Mearns (SHEQ Director)		Approved by: Peter Luby (COO) 	
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2. Policy

- 2.1 Company policies are developed with the support of the Board of Directors and relevant senior management. Policies are then approved by the Group Chief Operating Officer.
- 2.2 This policy applies to all employees, subcontractors, and suppliers. Compliance is mandatory.
- 2.3 This policy does not form part of any employee's contract of employment. We may amend it at any time.
- 2.4 A Supplier code of conduct and an Ethical Procurement Policy have been developed to strengthen our commitment and focus.
- 2.5 You must ensure that you read, understand, and comply with this policy. Prevention, detection and reporting of modern slavery is the responsibility of our employees, our subcontractors, and our suppliers. You are required to avoid any activity which might suggest or lead to a breach of this policy.
- 2.6 Breaches of policy by employees may result in disciplinary action and in the case of suppliers and subcontractors, may result in contract termination.
- 2.7 If you suspect modern slavery is taking place, have any suspicions or are aware of any breaches to the policy please speak to a member of the management team or HR in confidence. Please also refer to the Whistleblowing directive that is within the staff handbook.

3 Responsibilities

- 3.1 This policy is governed by the board of directors with full support.
- 3.2 It is management's responsibility to communicate the expected standards to our employees and ensure that they conduct themselves in an appropriate manner.
- 3.3 This policy shall be reviewed on an annual basis and as and when necessary to reflect changes in relevant legislation.
- 3.4 You are invited to comment on this policy and suggest ways in which it might be improved.

4 Training and Awareness

- 4.1 GBL undertakes to ensure that its Modern Slavery and Human Trafficking Policy and those policies which derive from it are communicated effectively to directors, management, employees, subcontractors and suppliers via email, Inductions, noticeboards, staff handbook and toolbox talks.
- 4.2 Training is a fundamental way of raising awareness and ensuring that employees, subcontractors, and suppliers understand the importance of tackling modern slavery. Training will be provided in a priority order of High to low risk.
- 4.3 An e-learning module is available to all staff and a link has been sent to the supply chain.

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4.4 The e-learning module will reference, among many things, how all parts of the business can influence purchasing practices which can influence supply chain conditions. A record will be kept on whom has completed the module and monitored as a key performance indicator (KPI). It will also reinforce what is ethically right to help encourage employee's values, beliefs, and attitudes. The company uses an online training portal called Ihasco where the modern slavery module can be accessed.

4.5 Annual toolbox talks and new articles are circulated to keep the issue present and to inform our colleague of relevant changes in the industry regarding Modern Slavery.

5 Employment

5.1 The Company expects every one of its employees to demonstrate exemplary conduct based on integrity, fairness, and respect.

5.2 All staff must refrain from behaviour that could involve themselves, other employees, or the group in illegal or unfair practices.

5.3 We aim to ensure that job requirements and job selection criteria are clear and based only what is required to get the job done effectively. We will avoid making stereotypical assumptions based on protected characteristics about who is able to do a particular job. We focus on the skills and competences required to carry out the role successfully.

5.4 We aim to ensure that no job applicant is placed at a disadvantage by practices or requirements which disproportionately disadvantage protected groups, and which are not justified by the demands of the job.

6 Supply Chain & Due Diligence

6.1 We are committed to working in partnership with our supply chain to tackle modern slavery and human trafficking, and to promoting Ethical and sustainable procurement throughout the company and the supply chain.

6.2 We expect our supply chain to ensure the products they source comply with ethical standards and that they can offer full transparency.

6.3 High risk tier one suppliers will be highlighted from a risk analysis on a case by case basis. A strategy will then be formalised as to how and when auditing and further checks are carried out on these supply chain members.

6.4 A Supplier code of conduct and an Ethical Procurement Policy have been developed to strengthen our commitment and focus.

6.5 Our standard appointment Terms & conditions includes a clause on Modern Slavery.

6.6 All suppliers are pre-approved before using, we request their Modern Slavery Policy and monitor their performance via our procurement feedback mechanisms

7 Whistleblowing

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- 7.1 The Company believes that good communications amongst workers at all levels promotes better business practice.
- 7.2 The Company will not tolerate wrongdoing by workers at any level.
- 7.3 If a worker has a serious concern the matter can be reported, without fear of reprisals.
- 7.4 The purpose of this procedure is to enable the Company to investigate and deal properly and sensitively with allegations of wrongdoing, unsafe working environment, or practices, raised by workers.

8 Policy Review and Access

- 8.1 In line with Section 54 of the Modern Slavery Act 2015 this policy is reviewed to ensure the company fulfils its applicable legal obligations.
- 8.2 This policy is made available to anyone who wishes to obtain a copy via our website. The policy is also made available to interested parties upon written request. A copy of the policy shall be sent to the interested party within 30 days or receipt of the request.

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