

Anti-Slavery Policy

Introduction

Modern Slavery is a crime and may take various forms such as slavery, servitude, forced and compulsory labour and human trafficking. TEP has a zero-tolerance approach to modern slavery and we are committed to ensuring that it has no place in our business or supply chain.

This policy applies to all who work for TEP in any capacity, including (but not limited to) employees at all levels, temporary workers, volunteers, interns, sub-consultants, contractors and suppliers.

Organisation Structure

TEP is an award winning consultancy providing multi-disciplinary environmental services to clients in the private, public and voluntary sectors.

As an environmental consultancy, we have a responsibility to help shape a sustainable and equitable environment for life in the 21st Century and beyond. Our work is underpinned by our shared values, through which we aim to be; Honest, Supportive, Passionate, Forward-looking, Enterprising and Responsible.

Responsibility for the Policy

TEP's Board of Directors maintain overall responsibility for maintaining compliance with legal responsibilities in relation to the policy and ensuring that all those under its control are compliant. The director nominated to oversee compliance and address any queries or investigations is Francis Hesketh.

Day to day responsibility for the actions of staff, sub-consultants and supply chain is delegated to the Associate Director, People Quality and Development.

Due Diligence

In order to demonstrate full commitment to the documented zero-tolerance approach, we have systems in place to ensure that all employees and those in our supply chain are compliant with the policy.

Other Policies

Linked to TEP's due diligence are a number of other policies that ensure our business is conducted in an ethical and transparent manner. These include:

1. Equality and Respect Policy. Our Equality and Respect Policy covers all aspects of TEP's relationship with staff and to relations between staff at all levels. The policy covers robust recruitment practices to safeguard against any form of modern slavery or human trafficking.

2. Whistleblowing Policy. TEP employs a Whistleblowing Policy which ensures that all employees understand how they can raise concerns about the treatment of colleagues, or practices within our business, or supply chain without the fear of reprisal.
3. Sustainable Supplier Charter. As part of our contract with suppliers, we require them to adhere to the Charter, which covers Business Ethics, Environment, Climate Change, Employment, Good Practice, Community and, Health, Safety and Wellbeing.

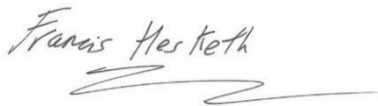
Training

TEP has a skill team dedicated to People, Quality and Development who oversee all personnel related activity. The team comprises qualified professional and support staff who take responsibility for the training of all staff. Team members will be trained to identify and report any potential breaches of the Company’s anti-slavery policy, this is a measurable demonstration of TEP’s commitment to the legal requirements under Section 54 of the Modern Slavery Act 2015.

Breaches of this Policy

Any breaches of this policy may be treated as Gross Misconduct and may result in dismissal without notice. For individuals, organisations and suppliers working our behalf, we may terminate our relationship if they do not comply with this policy.

Date of Next Review: January 2024



Person with overall responsibility	Francis Hesketh, Director
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Rev	Date	Description of Amendment	Authorised by
00	January 2018	Original Issue	Francis Hesketh
01	January 2019	Scheduled review, no amendments	Joanne Boothroyd
02	October 2021	Updated Head of People, Quality and Development to Associate Director, People Quality and Development. Also updated format to new TEP branding.	Joanne Boothroyd