ESSENCE ESTATES NE LTD

MANAGING SPACES FOR A SUSTAINABLE FUTURE

10 February 2026

Essence Estates NE Ltd

Modern Slavery Policy

Committed to acting ethically and with integrity and transparency in all our business operations

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Scope:

This statement sets out the steps that Special Branch Tree Services NE Ltd shall take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery is a crime that occurs in many forms and encompasses any act of slavery, servitude, bonded forced or compulsory labour human trafficking and child labour.

Policy:

Special Branch Tree Services NE Ltd has a zero tolerance of any form of modern slavery.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Recruitment:

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
We raise awareness of the use of Vulnerable Workers: - Recruiting workers who may be vulnerable due to economic hardship, immigration status, language barriers, or lack of awareness about their rights, which increases the risk of exploitation. Failure to thoroughly vet suppliers, contractors, and partners, leading to unknowingly working with entities involved in modern slavery practices.
In tree management services, risks may include exploitation of migrant workers or seasonal labourers who might be isolated on worksites or dependent on employers for accommodation.

Contracts of Employment:

All employees have the freedom to choose to work for us or not within the terms of the contract of employment. We shall ensure that our contracts of employment are current, legally correct and reasonable.

Equal Opportunities Policy:

We shall maintain and operate an equal opportunities policy.

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Working Hours:

Working hours are compliant with the law and industry standards. Working hours are specified on the employment contract.

Whistle-blowing Policy:

We operate a whistle-blowing policy so that 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.

Supplier Evaluation and Control Procedure:

We maintain and operate a supplier evaluation and control procedure and a list of approved suppliers. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been convicted of offenses relating to modern slavery.
Risks identified are use of subcontractors or suppliers engaging in forced labour, debt bondage, or exploitative labour practices, especially if sourcing materials or hiring temporary or seasonal workers. Dependence on labour brokers or employment agencies that might supply workers under exploitative conditions or without appropriate contracts and protections.
Geographical Risks:
We ensure Special Branch Tree Services NE Ltd operates or sources in regions with lower prevalence of modern slavery, managing the risks accordingly.

Training:

All staff involved in the selection of suppliers and purchasing shall be briefed on this policy and on modern slavery.
All risks are identified and shared as part of the training/Induction process: - Workers not being informed about their rights or the company's policies on modern slavery, reducing their ability to identify and report abuse.

This policy will be reviewed annually, as a minimum, to ensure its effectiveness.

Signed R. Burton

Rebecca Burton
Managing Director