

Modern Slavery Statement 2020



Our Business

Eco Solutions (C&R) Ltd trading as Symbio specialises in selecting and applying the mycorrhizae, soil bacteria and fungi, and the organisms found in a healthy soil food web to help our customers and consultants grow strong, healthy, nutritious plants with minimal use of inorganic fertilisers and pesticides in cost effective IPM programmes.

Our Ethical standards

Symbio is committed to conducting itself with the highest ethical and legal standards. We ensure that the operations within the business and its supply chain meet those standards at all times and are compliant with the Modern Slavery Act 2015. We recognise that continuous improvement is important and that a UK government review took place in 2019, this resulted in a number of recommendations, which we will closely review the output of, in due course. With effect in 2020, we have set up a new quarterly update with key functions to review progress with existing actions, review achievements and further opportunities and any direction from the government.

- We require new suppliers, as part of an onboarding process, to read and accept our stance in relation to preventing Modern Slavery.
- We ask new and existing suppliers to complete a new MSA form, which is designed to assess the supplier's understanding of Modern Slavery and also any risks that may be apparent in the supply chain.
- Further to any centralised processes, individual functional leaders are responsible for the compliance of their own set of suppliers helping to achieve a closer understanding of the business operations and risks of suppliers. In 2020, we will be introducing more guidance for internal functions on Modern Slavery prevention in the supply chain, and introducing audits/reporting in respect of supplier compliance.
- 2020 also sees the launch of a new policy on MSA which brings together all processes and policy principles into one document, review year-on-year developments and document any changes for the year ahead.
- Symbio continues to provide and update information for its employees about the risks, what to look out for, and enables employees to report issues that they identify via its Whistleblowing process, which is detailed on notice boards on all sites and on the shared network. New starters receive relevant information upon joining the Company, within their induction, to ensure awareness of modern slavery and human trafficking, right from the outset of their employment with us.
- Continuation of our internal 'risk checks' to ensure that any permanent or seasonal employment does not contravene our own ethical standards, or any legislation or government guidance.
- We promptly answer questions posed by our customers in respect of the Modern Slavery Act who wish to know more about our operations and / or our supply chain.

Our Supply Chain

We supply products to the amenity sector and our supply chain is global in its reach. We source from manufacturers directly or through intermediaries. Many of our suppliers are large in scale with deemed low-risk of non-compliance to the Modern Slavery Act, however, as a Company we remain vigilant to all risks, particularly in small-scale businesses in whose sector there may sometimes be a higher risk of unlicensed manual labour.

Symbio is committed to ensuring our supply chain is free from human rights abuses. We actively welcome comments and suggestions from anyone within our supply chain about how we can improve our operations or further reduce any risks in our supply chain. If you have any questions regarding this issue please contact us by emailing us on: info@originukoperations.co.uk

Signed by:

Robert Beeney
Director

A handwritten signature in blue ink that reads "R Beeney".

Chris Clark
Director

A handwritten signature in blue ink that reads "C Clark".

Date: 31st January 2020