



Anti-Slavery & Human Trafficking Policy

Frosts Landscape Construction is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within Frosts. As part of the Company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a desktop review of the controls undertaken by our main suppliers.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

Frosts Landscape Construction: -

- Will not support or deal with any business knowingly involved in slavery or human trafficking.
- Directors and senior management shall take responsibility for implementing this Policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.
- Will ensure a full copy of this Policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically on our Intranet and can be obtained from the SHEQ Team upon request.
- Will ensure this Policy statement will be reviewed annually by the Managing Director and published.
- Will ensure this Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

The implementation and operation of this Policy and our management systems underlines our commitment to this Policy.

A handwritten signature in black ink, appearing to read 'Alistair Bayford'.

Signed:

Name: Alistair Bayford

Position: Managing Director

Reviewed Date: 23/01/2026