



Modern Slavery Act Statement 2026

The Modern Slavery Act 2015 aims to prevent modern slavery offences, protect victims and prosecute perpetrators. Businesses in the UK play a role in achieving this aim by scrutinising their supply chains to ensure no acts of modern slavery, in any form, are taking place. *idverde* takes its responsibilities under the Act very seriously and is committed to ensuring transparency in the provision of all goods and services.

This statement is made by *idverde* UK Limited on its behalf and on behalf of its subsidiaries including *idverde* Limited, Ice Watch Limited, Quadron Services Limited, Landscaping Centre Limited, Assist Managed Services Limited, G Burley & Sons Limited, Acorn Environmental Management Group Limited and TC Landscapes Limited (together the **Group**).

The Group offers a range of services to support the creation, maintenance and management of landscapes throughout the UK, working with both public and private sector clients to deliver bespoke solutions for each project's unique challenges. We offer a wide range of services within this space, from professional open space management, landscape design and creation, grounds maintenance, tree surgery, civil engineering, arboriculture, sports surfaces, biodiversity management and waterways management.

The Group is committed to improving our practices to prevent modern slavery and human trafficking throughout our organization and supply chain. We detail below the steps that we have taken to date to minimise the risk of any instances of modern slavery within our workforce and supply chain:

Our Business

- We provide a safe, engaging and equitable work environment for our colleagues by:
 - Having a zero tolerance of any threat of physical or sexual violence, harassment or intimidation towards any colleagues, their families or close associates. We have policies in place to deal with these matters and breach of such policies by our colleagues will result in disciplinary action.
 - Paying our colleagues at least the National Minimum Wage or National

Living Wage, on or around the agreed date each week or month (depending on their payroll) and this payment will not be deferred, delayed or withheld. Clear and transparent information is provided to colleagues about hours worked, rates of pay and the calculations of legal deductions provided via a pay slip.

- Ensuring all colleagues are not forced to work in excess of the number of hours permitted by law. Normal working hours and overtime will not exceed 48 hours per week average over a 17-week period unless the colleagues agree.
- To raise the awareness of our colleagues and to help them identify any potential risks that could arise during the course of our operations, we have a Modern Slavery Policy. We encourage a “speak up” culture, where concerns are raised with management. For colleagues who may be reluctant to use this route, we also have a Whistleblowing line, enabling reports to be made on a confidential or anonymous basis. We are clear that anyone who raises genuine concerns will be supported, even if they turn out to be mistaken. Our policies and procedures are supplemented through training as part of our new colleague onboarding programme and by providing ongoing refresher training for existing colleagues.
- Our Operational Directors and Managers continually monitor field-based operations, being vigilant when working with new colleagues and ensuring all necessary controls are in place to minimise the chances of modern slavery taking place.
- We have partnered with a third-party recruitment provider to ensure all recruitment activities across the UK are carried out to the required standard and due diligence processes are followed such as right to work. This third-party provider went through our supplier onboarding process prior to engagement and they have signed up to our Supplier Code of Conduct. Weekly and monthly meetings take place with such third-party provider to ensure service and compliance.
- When participating in TUPE transfers into our organisation, we follow the correct processes and ensure all controls are in place.

- For all new joiners to the business, we use a third-party provider to complete digital right to work checks to ensure compliance with UK legislation. Training has been completed with all colleagues who use the third-party portal to complete the checks. Those who use the portal understand the importance of completing these checks, the importance of having seen the passport/visa/proof of national insurance/birth certificate and also the need to complete an imposter check on day one of employment.

Our Supply Chains

- We follow a strict process when agreeing to work with suppliers and setting them up on our approved supplier list. This includes checks to reduce the risk of working with a supplier involved in modern slavery offences. We continue to review and strengthen these controls.
- As part of this process, we now issue an updated Supplier Code of Conduct alongside our Supplier Onboarding form. This sets out our expectations and requires suppliers to review and adhere to this as part of engaging with us. We are continuing to embed this across our supply chain with specific focus on our preferred and high-risk suppliers.
 - To date, we have issued our updated Supplier Code of Conduct to all our preferred suppliers. 69% have confirmed acceptance as of June 26.
 - We are developing a set of key performance indicators to track supply chain due diligence, due for completion by the end of Q3. Actions and reporting against these to be considered for Q4 / 2027.
- We are aware that imported products from sources outside the UK and EU may present a higher risk and we continue to apply and monitor controls to manage this risk.
- Where offshore manufacturing facilities are identified, we contact these suppliers directly to reiterate our Code of Conduct. We also ask further questions and request copies of their modern slavery statements or policies, building this into our ongoing supplier review process.



- Having strengthened our onboarding controls this year, our focus for the next reporting period shifts to measuring their effectiveness and response rates to our Code of Conduct
- We endeavour to ensure workers are not subject to any form of forced, compulsory or bonded labour in our supply chains and continue to strengthen our oversight in this area.

We will not continue to work with any organisation that we identify as a risk in this area.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2025. It was approved by the board on 23 July 2026.

Signed for and on behalf of idverde UK Limited:

A handwritten signature in blue ink, appearing to read 'Andrew Pollins'.

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Andrew Pollins

Director