

# MODERN SLAVERY STATEMENT

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## A) ORGANISATION

This statement applies to Phoenix Amenity Supplies Ltd (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2023/24.

## B) ORGANISATIONAL STRUCTURE

Phoenix Amenity Supplies Ltd is a private company limited by shares, incorporated in England and Wales. Our sole office is based at The Bakery, Old Vicarage, Hanley Castle, WR8 0BJ.

Our business is primarily to sell soft landscaping goods to landscape contractors over the phone, email and also our website.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom from our office in Worcestershire.

## C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

## E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation’s main supply chains include those related to the supply of landscaping goods from various suppliers in the United Kingdom. We understand that our suppliers may source some goods from outside of the United Kingdom so we vet our supply chain to ensure they are complying with the Modern Slavery Act 2015.

**F) POTENTIAL EXPOSURE**

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist within the supplies of materials to our own suppliers.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

**G) STEPS**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace.
- Robust recruitment processes in line with relevant employment laws
- Market-related pay and rewards reviewed annually.
- Wellbeing strategy and initiatives to support our people’s physical and mental wellbeing and lifestyle choice.
- Vetting of our suppliers Modern Slavery policies.

**H) SLAVERY COMPLIANCE OFFICER**

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval.....12<sup>th</sup> APRIL 2023.....

Signed..........C. P. BAKER  
Managing Director

Date.....12<sup>th</sup> APRIL 2023.....