



# Annual Modern Slavery Act Transparency Statement

for year ending March 31st 2025

## Opening Statement from The Partners

Native Ecology LLP is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain, and places the same expectation on our suppliers.

Section 54 of the Modern Slavery Act 2015 places a requirement for businesses with a turnover of £36 million or more to publish an annual statement relating to slavery and human trafficking. While it is not a requirement for Native Ecology to provide this statement, we do so in alignment of our values and to support the transparency of our client supply chains.

With regard to our own operations, there are no processes where slavery or human trafficking could occur.

We endeavour to assess each of our suppliers to minimise the risk of slavery and human trafficking occurring anywhere in the supply chain for products and services procured by us. We do this in conjunction with our assessment of environmental health and safety, and other factors in procurement consideration.

## Structure and Supply Chains

Native Ecology is a small local consultancy within the ecology sector and employs <20 people, all UK residents. Follow the web link to [Native Ecology](#) for more information on our services.

The nature of our business requires that we work in conjunction with a range of suppliers, the most significant of which are:

- Banking, legal and accounting services
- Office and computing equipment
- Software providers
- Local UK subcontractors for ecology surveys

Where the market facilitates choice, we assess each supplier in terms of their ethical credentials and give preference to organisations which are regulated, certified or can provide other such evidence of maintaining high standards in combating slavery and human trafficking in their supply chains.

## Policies Relating to Slavery and Human Trafficking

The following policies exist within our organisation which demonstrate our opposition to modern slavery:

- Anti Slavery Policy
- Sustainability Policy

We ensure our suppliers are aware of our policies, and encourage them to adopt the same high standards.

## Due Diligence Processes Relating to Slavery and Human Trafficking

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we:

- Identify, monitor and manage areas of potential risk in our business and supply chains
- Scrutinise any identified areas of risk within our business and supply chains
- Adopt a zero tolerance approach to slavery and human trafficking throughout the organisation and our supply chains
- Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.

## Risk and Compliance

We do not consider that we operate in high risk sectors.

It is, however, estimated by various organisations that between 10,000 and 136,000 people in the UK are victims of modern slavery. These victims can often work in manual labour jobs which presents a risk to links with supply chains of products or services which we purchase.

There is also a risk in products such as computing equipment that require raw materials including rare earth metals etc. which are much deeper into a complex global supply chain.

Our organisation regularly considers the nature and extent to which our business and our supply chains are exposed to the risk of modern slavery occurring. The following list of risk management activities and/or procedures demonstrates our commitment to compliance:

We are currently developing a supplier index to ensure modern slavery is considered and mitigated throughout our supply chain.

We also monitor the actions of suppliers with global supply chains by keeping informed with research and investigative journalism from organisations such as Ethical Consumer Research Association, Anti-Slavery International and Human Rights Watch

Upon discovery of a breach of our policies relating to slavery and human trafficking we will terminate any relationship with the relevant supplier with immediate effect.

## Success and Effectiveness Of Our Processes

We have not developed performance indicators for reporting on avoidance of modern slavery but can demonstrate our commitment and processes on request. Please contact [sustainability@native-ecology.co.uk](mailto:sustainability@native-ecology.co.uk)

## Training

We ensure all employees involved in procurement are aware of the risks of modern slavery and human trafficking in our business and supply chains. We ensure these employees complete online awareness training and are trained in keeping records of our assessments of suppliers.

## Further Actions

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

We will continue to develop our supplier index, adding detail to help prioritise companies which robustly avoid modern slavery.

Performance indicators may not be the most appropriate method for reporting on our efforts. It may be more useful to report on case studies, detailing how we have selected or blacklisted suppliers in regard to modern slavery. We will review the B corp impact assessment criteria with a view to align our reporting with this framework.

## Declaration

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Native Ecology's slavery and human trafficking statement for the financial year ending March 31st 2025



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Member of LLP

Date: 10 Sept 2024