

Southern Trident
Modern Slavery Policy

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Version	Modified on	Modified by	Comments/Reason for new version
1	12/05/2023	Steve Harper	New

Southern Trident
Modern Slavery Policy

Introduction:

Southern Trident is committed to upholding human rights and opposes any form of slavery or human trafficking. This anti-slavery policy outlines the steps we take to ensure that our business and supply chains are free from slavery and human trafficking and comply with the Modern Slavery Act 2015.

Policy Statement:

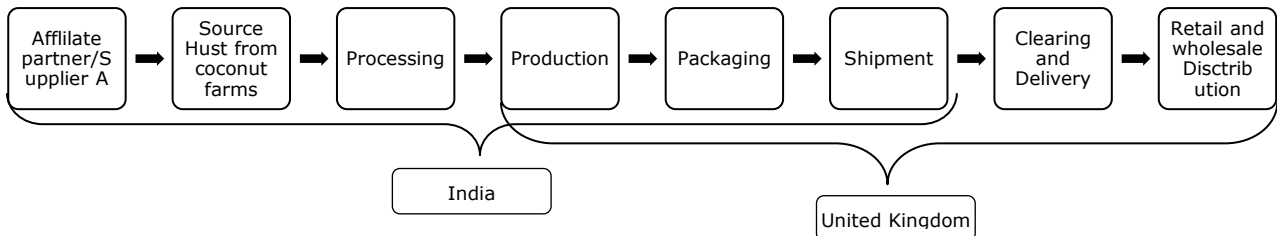
Our organization is committed to preventing slavery, human trafficking, and any other forms of exploitation within our business and supply chains. We acknowledge the responsibility to ensure that all our staff, contractors, and suppliers are aware of our anti-slavery policy and comply with it. We will work with our partners to ensure that our suppliers' practices align with our values and standards. We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation.

We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation. We understand that certain industry sectors and geographical regions entail greater risk of exploitation than others. We do believe that our supply chain is in one of those sectors. In order to avoid this lack of exploitation we conduct periodical and unscheduled visits and physical inspections at supplier sites to ensure the wellbeing and acceptable working/living conditions for all labors.

Supply Chains:

Our business is into import, export and distribution of garden care products. Our business structure is as a private limited entity, and we operate in the United Kingdom and India.

Our supply chain is as follows:



We will work with our suppliers to ensure that they comply with our anti-slavery policy and that their practices align with our values and standards. We will also encourage our suppliers to adopt similar policies and procedures to ensure that their supply chains are free from slavery and human trafficking.

Recruitment:

We will ensure that our recruitment process is fair, transparent, and systematically free from any form of modern slavery including servitude, forced or compulsory labor and human trafficking. Additionally, we aim to recruit staff based on their qualifications, skills, and experience and will not discriminate against any individual based on their protected characteristics.

Training and Awareness:

We will provide training and awareness to all our staff to ensure that they are aware of the signs of slavery and human trafficking and how to report any concerns. We will also provide training on the nine protected characteristics to ensure that all staff members understand their rights and responsibilities.

Partnerships:

Southern Trident has partnered with CRY India Following its continued market success, Southern Trident has joined hands with Child Rights and You (CRY), India's most trusted NGO which works directly with and for underprivileged children in India at grassroots level to bring about lasting change. Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

Monitoring, Review and Performance Information:

The persons in our business responsible for assessing matters relating to slavery and human trafficking are Balaji Manoharan (Founding Director) and Jaffar Abdul Wahab (Director of Operations). Our business has a turnover of less than £36 million, and therefore do not have a legal obligation to produce a modern slavery statement. Despite this, we commit to issue a Modern Slavery statement annually.

Reporting:

We encourage all staff, contractors, and suppliers to report any concerns related to slavery or human trafficking. We will investigate any reported concerns thoroughly, and appropriate action will be taken to address the issue.

Employees, suppliers, or agents can make contact confidentially with Southern Trident by emailing steve@southerntrident.com or by writing to:

Confidential – The CEO
Southern Trident Limited
11D South Park Road
Scunthorpe
DN17 2BY

Anyone raising a concern in good faith will not be criticized or penalized in any way even if it is shown, after investigation, that they were mistaken. Any form of reprisal or victimization against anyone who has raised a genuinely held concern is forbidden and will not be tolerated and itself will be treated as a disciplinary matter.

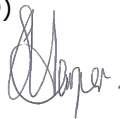
Conclusion:

Our organization is committed to upholding human rights and will continue to review and improve our policies and procedures to ensure that we meet our commitment to preventing slavery and human trafficking.

Approved by:

Steve Harper (CEO)

Signature:

A handwritten signature in black ink, appearing to read 'S. Harper'.

Date: 12/05/2023

For and on behalf of Southern Trident Limited

Date for review: May 2024