

Anti-Slavery, Child Labour and Human Trafficking Policy

Modern Slavery and Human Trafficking

Gardiners is committed to building an organisation that respects equal opportunities, fair trading and social responsibility. It is the policy of Gardiners to comply with existing national and local laws and regulations including the Modern Slavery Act 2015 which relates to slavery, child labour, human trafficking, labour and immigration. We will ensure that there is no modern slavery within our own business and supply chains.

Gardiners provide maintenance and installation services within the United Kingdom and our supply chains may include materials and services procured from both inside and outside of the UK.

Gardiners will ensure that modern slavery is not present within our business or supply chains. To ensure compliance, we will:

- Conduct employment checks in accordance with UK Government standards to ensure that our employees are legally entitled to work in the UK.
- Commit to ensuring that our external providers also meet our standards and do not use slave labour or engage in human trafficking.
- Seek confirmation from external providers that our policy is met.
- Promptly and thoroughly investigate any claims or indications that an external provider is engaging in human trafficking or slave labour and reserve the right to exclude non-compliant external providers from our supply chain.
- Report violations of this policy to the relevant authority.
- Promote staff awareness of modern slavery throughout our organisation through training.

Child Labour

Gardiners is committed to eradicating child labour as set out by the International Labour Organisation (ILO). To support this, we will ensure that:

- Gardiners comply with the latest UK employment and health and safety laws regarding the employment of Children and young persons. This includes apprentices and work experience placements.
- Commit to ensuring that our external providers also meet our standards and do not use child labour.
- Seek confirmation from external providers that our policy is met.

continued



Head Office: Cirencester Road, Chalford, Stroud, Gloucestershire GL6 8PE

E: first.last@gardiners.uk.com

T: 01453 88 4848 F: 01453 88 2218

W: www.gardiners.uk.com

Gardiners is a trading term of R.F. Gardiner Limited, a company registered in England and Wales No. 03380790 – VAT reg.no. 302 3866 81

Gardiners

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Our policies on modern slavery, child labour and human trafficking have been endorsed by our Managing Director and has the full support of the Board of Directors.

These policies will be reviewed at least annually, following consultation with senior managers, workers and workers's representatives.

Overall responsibility for the effectiveness of the policy lies with our Managing Director.



Chris Gardiner
Managing Director

12th February 2026



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