



Tivoli Annual Modern Slavery Act Statement 2023

Introduction

This statement is made on behalf of Tivoli Group Limited pursuant to Section 54(1) of the Modern Slavery Act 2015 and is our Slavery and Human Trafficking statement.

Business Structure

Tivoli Group Limited is a truly stand-alone ground maintenance business. Tivoli provides grounds maintenance services nationwide for a variety of Customers and Clients. It employs around 1,200 employees in the UK.

Our Supply Chains

We are committed to ensuring that there is no modern slavery in our supply chains or in any part of our business. All suppliers will be “onboarded/re-assessed” using a tool which includes adherence to the MSA, Supplier Code of Conduct and other social driven initiatives. Our Terms and Conditions of business for suppliers and subcontractors cover compliance with the MSA legislation.

Suppliers with spend in the high-risk categories are considered for further, more intrusive visits and audits. Other checks may include Credit Checks, online investigation, other supplier client discussions to name a few.

Modern Slavery Policy

Our commitment to tackling modern slavery is outlined fully in our Modern Slavery Policy which can be found on our website and at all our locations. It reflects our commitment to acting ethically and with integrity in all our business relationships. It implements effective systems and controls to ensure slavery is not taking place anywhere in our business and supply chains

Due Diligence Processes

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.



Tackling Modern Slavery – Our Business

Within Tivoli, the majority of employees are employed on permanent contracts. The greatest risks of modern slavery exist for workers not in permanent employment, meaning those on fixed term or temporary contracts.

Training

To ensure a high level of understanding of the risks of modern slavery in our business, we provide relevant training to our staff, this includes refresher training via toolbox talks and business wide updates

Plans for 2023/24

In the next 12 months Tivoli will continue to strengthen our approach to managing the risk of modern-day slavery within our business and ensure our strategy is responsive to changing risks.

We undertake to embed the Modern Slavery Act 2015 into our Whistleblowing Policy and processes and will re-communicate this to employees.

Signed by:

N. Keach

Nicola Keach

Chief Executive Officer

30th June 2023