

Human Rights and Modern Slavery Policy

Bowland Ecology is a medium sized Ecological Consultancy, with offices in Clitheroe and Glasgow. Where necessary we sub-contract survey work to qualified and experienced sole traders. These individuals complete a PQQ Form prior to undertaking work and as part of this process are asked to provide proof of right to work along with their professional qualifications and experience. They are not given permission to further sub-contact work undertaken for Bowland Ecology.

Subcontractor PQQs are reviewed annually to ensure all information is up to date and are signed by the subcontractor to confirm they understand all relevant policies and procedures including this policy.

A toolbox talk relating to Modern Slavery and how to spot indicators that individuals might be experiencing Modern Slavery is given to all staff annually.

We are committed to upholding the human rights of all those who work with us and for us and comply with international conventions regarding human rights and enforced or child labour.

We are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chains or in any part of our business. We have a commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

What it means:

Basic human rights, as defined by the United Nations Universal Declaration of Human Rights, include the right to life, liberty and security; equal rights of men and women; the right to protection under the law from discrimination, slavery, torture, or inhumane or degrading treatment; and freedom of speech, thought, conscience and religion.

We always:

- create safe working environments for all
- uphold the principles defined by the United Nations Universal Declaration of Human Rights
- follow the labour laws of the countries in which we operate and protect the rights of all workers, including migrant workers
- undertake stringent checks including proof of right to work
- comply with minimum wage and minimum age requirements
- adhere to regulations regarding maximum working hours
- listen when legitimate concerns are raised, and whenever possible take appropriate action to address them
- encourage employees to become involved in improving team performance
- ensure adequate welfare facilities are available

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We never:

- exploit anyone
- allow anyone to be exploited in our name
- do business with any individual, or organisation that does not support basic human rights
- Engage with agencies who are involved in bonded/forced labour, human trafficking or other forms of Modern Slavery.

Authorised and Signed by

A handwritten signature in black ink, appearing to read "JJ", written over a light blue horizontal line.

20 July 2026

Jeremy James, Director. Bowland Ecology

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