

Modern Slavery Policy

Geotechnical Observations (“The Company”) is committed to conduct all of our business in an ethical manner. We take a zero-tolerance approach to modern slavery and are committed to acting professionally, fairly and with integrity in all our dealings wherever we operate.

This policy applies to all individuals working at all levels and grades, including senior managers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, and any other person providing services to us.


Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We ensure that modern slavery is not taking place anywhere in our own business or across our supply chain. We will ensure transparency within its organisation and with suppliers of goods and services to the organisation consistent with disclosure obligations under the Modern Slavery Act 2015.

As part of our contracting processes, we are committed to incorporating controls against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. GeO expects its supply chain to hold their own supply chain to similar controls. We will implement supply chain approval processes will incorporate a review of the controls implemented by the supplying and subcontracting organisations.

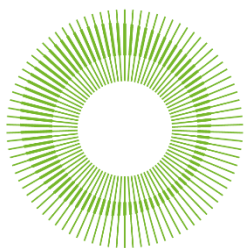
Training on this policy, and on the risk faced by GeO from modern slavery in its supply chain, will form part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

Employees will be encouraged to raise concerns about any issue or suspicion of Modern Slavery at the earliest possible stage. No employee will suffer any detriment as a result of raising genuine concerns about Modern Slavery, even if they turn out to be mistaken.

This policy will be communicated to all employees through an induction. It will also be prominently displayed at the Company’s office and freely available on the Company intranet.

Signed: 
(Managing Director)

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