



**GONDOLIN**  
Land & Water

## Gondolin Land & Water Anti-Slavery and Human Trafficking Policy

This policy ensures that Gondolin Land & Water complies with s.54 of the Modern Slavery Act 2015 and sets out the workplace practices which we ensure and which we expect from our clients, suppliers and sub-contractors.

Gondolin Land & Water is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking. Gondolin Land and Water will not tolerate any form or practice that constitutes human trafficking or slavery in any part of our organisation, or those of our clients, suppliers and sub-contractors.

Gondolin Land & Water is committed to:

- ensuring that there is no use of slave labour, illegal child labour or forced labour of any kind
- ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure
- carrying out regular audits to ensure that all our employees are paid at least the National Minimum Wage and have the right to work in the UK
- ensuring that all commercial agreements include an obligation on our suppliers, clients and sub-contractors to operate in accordance with the Modern Slavery Act 2015, and to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act
- appointing a named individual to oversee the compliance with the Modern Slavery Act 2015
- providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking

Clients, suppliers and sub-contractors must be able to demonstrate compliance with this Policy at the request and satisfaction of Gondolin Land & Water. We will cease to conduct business with any client, supplier or sub-contractor who fails to meet the company standards regarding slavery and human trafficking.

**Zak Ritchie**  
Managing Director  
**April 2026**