



January 2025

Highland Tree Services Biosecurity Policy

This policy is a statement of the intent of the directors and shall apply to all operations and worksites visited and managed by Highland Tree Services Ltd.

Biosecurity is defined as a set of precautions that aim to prevent the introduction and spread of harmful organisms. These may be pests, pathogens or invasive species.

- We are committed to planning and managing our business activities to ensure the possibility of introduction and spread of pest and disease is kept to a minimum.
- We are committed to complying with all legal requirements applicable to plant health and biosecurity, for example Plant Health Act and Plant Health Order.
- We are committed to ensuring amendments, alterations and additions to the legal requirements are incorporated into working practices.
- The necessary personnel and financial resources will be allocated to assist the company in meeting its biosecurity objectives.
- We are committed to developing and maintaining effective relationships with plant health agencies.
- We are committed to diversifying tree populations where our business activities allow, in order to mitigate against possible future pest and disease introductions.
- The company shall ensure safe handling and disposal of all pests, diseases and all potentially infested materials.
- The company shall aim to ensure safe storage, handling and use of substances such as pesticides and disinfectants.
- We shall ensure all employees are competent to do their tasks, and to give them adequate training;
- Appropriate advice shall be sought from specialists if specific challenging biosecurity issues are identified before, during or after operations.
- We are committed to alerting the appropriate organisation of any suspected quarantine pest & disease outbreak we encounter.
- Our management system shall provide a framework for reviewing biosecurity objectives and targets.

In order to meet these commitments, Highland Tree Services shall pursue the following objectives:

- The company shall aim to work to good industry practice and will ensure we are aware of any changes or updates to biosecurity practices.
- Work sites and staff will be appropriately supervised and monitored to ensure correct use biosecurity control measures.
- The company will hold internal knowledge and information on basic identification of current pest and disease threats.
- The company shall be familiar and utilise government guidance such as Pest Risk Analysis.
- Prior to commencing work on site, a Biosecurity Risk Assessment shall be completed to evaluate each site to identify if appropriate biosecurity control measures and transport and disposal options are required.
- Staff will be equipped with the necessary equipment, PPE, and substances to implement biosecurity control measures including effective hygiene and sanitation practices.



- Employees shall be briefed and trained on good biosecurity practices appropriate to their role within the organisation.
- Cases of ill health in trees will be reported through the Forestry Commissions Tree Pest and Disease sightings reporter (TreeAlert)
- Recommendations made to clients with regard to species choice for new tree planting will take into consideration, the composition of the local tree population and the resilience of that population to pests, pathogens and invasive species.
- The species choice for new planting will take full account of local environmental conditions and ensure that 'the right tree is selected for the right place'.
- Planting material will be appropriately sourced, ideally home grown, from reputable suppliers and assessed on delivery to the planting site to ensure it is in optimum physiological health and free from pest and or disease.
- The planting of imported trees directly into the UK landscape will be avoided wherever possible.
- This policy shall be displayed within the organisation at all times and shall be available to all interested parties.
- Individual biosecurity responsibilities are issued to each employee.
- This biosecurity policy shall be communicated to all persons working for or on behalf of the company.

The company will strive to raise the levels of biosecurity awareness throughout its workforce and to promote this awareness to its customers and suppliers.

Signed:

Name: Marina MacLaren

Position in Company: Director

Date: 25/01/2025