



## **MODERN SLAVERY POLICY**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Solution One Services Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Solution One Services Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

The Provision of Cleaning Services.

### **Our high-risk areas**

Supply Chain.

### **Our policies**

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include below in line with ISO 9001.

1. Anti-slavery policy. This policy sets out the organisations stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the way we behave as an organisation and how we expect our employees and suppliers to act.

### **Our suppliers**

Solution One Services Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been convicted of offences relating to modern slavery [and on-site audits which include a review of working conditions]. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:



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1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery


### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant in-house training to our colleagues. Under our Supplier Code of Conduct we also require our business partners to provide regular and relevant training to their staff and suppliers and providers.

### Steps we take in combating slavery and human trafficking

The following key performance indicators (KPIs) are used to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of audits by Head of Operations
- Use of staff monitoring and payroll systems
- Maintaining a level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

Approved by	Joanne Robinson, Managing Director
Signature	
Date Signed	01/02/2024
Review Date	01/02/2027