# MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

**1. Policy Statement**

GreenZone Cleaning & Support Services Limited ("the Company") is committed to conducting its business ethically and with integrity and to implementing and enforcing effective systems and controls to prevent modern slavery and human trafficking within its operations and supply chains.

The Company has a zero-tolerance approach to modern slavery and is committed to acting professionally, fairly and responsibly in all business dealings and relationships. We expect the same high standards from our employees, agency workers, contractors, suppliers, subcontractors and all other business partners.

Modern slavery is a crime and a violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour, debt bondage and human trafficking, all of which involve the exploitation of individuals for personal or commercial gain.

The Company is committed to complying with the requirements of the UK Modern Slavery Act 2015 and other applicable employment and human rights legislation.

**2. Scope**

This policy applies to:

- All employees, whether permanent, temporary or agency workers;
- Directors and senior management;
- Contractors and subcontractors;
- Consultants and volunteers;
- Suppliers and business partners;
- Any person acting on behalf of the Company.

**3. Our Commitments**

GreenZone Cleaning & Support Services Limited will:

- Operate a zero-tolerance approach to modern slavery and human trafficking;
- Conduct business ethically and transparently;
- Assess and manage modern slavery risks within its operations and supply chains;
- Carry out appropriate due diligence on suppliers, subcontractors and business partners;
- Not knowingly support or engage with any organisation involved in modern slavery or human trafficking;
- Promote fair employment practices and compliance with employment legislation;
- Provide appropriate awareness and training to employees and managers;
- Encourage the reporting of concerns without fear of retaliation;
- Review and improve procedures to reduce the risk of modern slavery.

**4. Employment Practices**

The Company is committed to ensuring that:

- All workers are employed voluntarily and are free to leave their employment in accordance with contractual and legal requirements;
- No employee is subject to forced, bonded or involuntary labour;
- Employees retain control of their own identification documents and personal possessions;
- Recruitment practices are fair, lawful and transparent;
- Workers receive at least the applicable legal minimum wage and statutory employment rights;
- Working hours comply with applicable legislation;
- Discrimination, harassment and exploitation are not tolerated.

**5. Supply Chain Management**

The Company recognises that modern slavery risks may exist within both UK and international supply chains and adopts a risk-based approach to identifying and managing those risks.

As part of our supplier management processes, we may:

- Assess suppliers' policies and procedures;
- Request evidence of compliance with applicable legislation;
- Monitor supplier performance where appropriate;
- Require suppliers and subcontractors to maintain appropriate ethical standards;
- Take appropriate action where concerns are identified, including terminating business relationships where necessary.

**6. Reporting Concerns**

The Company encourages employees, contractors, suppliers and other stakeholders to report any concerns or suspicions relating to modern slavery or human trafficking.

Concerns should be reported to a line manager or senior management and will be treated seriously, investigated appropriately and handled confidentially wherever possible.

No individual who raises a genuine concern in good faith will suffer any detrimental treatment or retaliation.

**7. Responsibilities**

The Directors have overall responsibility for ensuring that this policy complies with legal and ethical obligations.

Senior management are responsible for:

- Implementing this policy;
- Ensuring appropriate procedures are in place;
- Providing suitable training and guidance;
- Monitoring compliance;
- Reviewing the effectiveness of controls.

All employees and workers are responsible for:

- Reading and understanding this policy;
- Complying with its requirements;
- Reporting any concerns or suspected breaches.

**8. Training and Awareness**

The Company will provide appropriate information, instruction and training to relevant employees to help them recognise and respond to potential indicators of modern slavery and human trafficking.

**9. Monitoring and Review**

The Company will monitor the effectiveness of this policy and associated procedures and will review the policy annually or sooner if required by changes in legislation, business activities or identified risks.

This policy will be communicated to employees and made available to relevant stakeholders upon request.

This policy statement will be reviewed annually and published.

Signed on behalf of GreenZone Cleaning & Support Services Limited:



Dan Sadler – C.E.O
Dated: June 2026