

Elite Cleaning & Environmental Services Ltd
Anti-Modern Day Slavery & Anti-Human Trafficking Policy Statement



Elite Cleaning & Environmental Services Ltd (ECES) recognises that slavery and human trafficking remains a hidden problem throughout globalised society. The Company acknowledges its legal, as well as moral obligations, and aims to play its part by alerting its staff, suppliers and sub-contractors to the risks, however small, inside business and wider supply chains posed by modern-day slavery and human-trafficking.

All Elite Cleaning & Environmental Services Ltd (ECES) staff are actively encouraged to report all concerns to senior-management through established reporting processes, where they will be acted upon.

Elite are committed to ensuring that no modern day slavery or human trafficking exists within its supply chain or indeed any aspect of its business. Our Anti-Modern Day Slavery & Anti-Human Trafficking Policy Statement reflects our commitment to acting ethically and with integrity in all business relationships and to implementing and operating effective systems, controls and highest standards to ensure slavery and human trafficking is not taking place within our organisation; including that of our suppliers and sub-contractors.

This policy statement takes into account, and supports, the policies, procedures and requirements documented within our UKAS externally certified Management Systems, compliant with the requirements of ISO 9001 [Quality], ISO 14001 [Environmental], OHSAS 18001 [Occupational Health & Safety] and accreditation to CHAS, as well as our commitment as Investors in People certified employers. The implementation, operation and external independent assessment of such management systems underlines our commitment to this policy statement

The Company support the policy statement aims through various initiatives to effectively identify and mitigate risks posed by slavery and human-trafficking in the following ways (but not limited to): -

- Vetting of supply chain suppliers through the use of supplier-questionnaires and on-line procurement / assessment tools and resources;
- Continually audit & review of our practices for checking that all employees are paid at least the minimum wage and have the right to work within the UK; furthermore the Company utilise labour monitoring and modern compliant payroll systems, as well as electronic time, attendance & staff monitoring systems to reinforce compliance;
- Communicating with staff and outlining reporting methods including whistle blowing procedures to ensure compliance.

The Company have zero-tolerance to slavery and human trafficking and will never knowingly support or deal with any business involved in slavery or human trafficking.

This policy applies to all those employed by Elite Cleaning & Environmental Services Ltd (ECES).

Furthermore we expect all those within our supply chain including sub-contractors to comply with these core principles and values to ensure continued support as preferred suppliers to ECES Ltd.

This policy statement is in accordance with Section 54 of the Modern Slavery Act and constitutes our organisations slavery and human trafficking statement.

For transparency the company will publish the Anti-Modern Day Slavery & Anti-Human Trafficking Policy Statement on its website.

Mr Gerry McGrath
Managing Director

Policy Ref. AMDS/AHT 2016