Phosters Modern Slavery Statement 2023

Phosters (FM) Ltd Human Rights and Modern Slavery Statement

Introduction

We are committed to improving our practices to combat slavery and human trafficking. The objective of this Policy is to state that Phosters (FM) Ltd is committed to ensuring that there is no modern slavery or human trafficking and, as a business, we are compliant with the obligations of the Modern Slavery Act 2015 (MSA).

Organisation's Structure

We are a Facilities Management provider with a workforce of almost 2,000 employees in entities across the UK. Phosters (FM) Limited is registered in England & Wales under company registration number 8451685.

Our Business

Our core business is a supply of extensive facilities management services to both the public and private sectors across a wide range of markets. Phosters is founded upon being that helping hand in a time of need. Our highly experienced team of engineers and technicians are available 24 hours a day, 7 days a week to provide a rapid response service with an emphasis on first time fix. Further information on our business and the services we offer can be found at: https://www.phosters.co.uk.

Our Supply Chain

Due to the nature of the facilities management and additional services we offer to our clients, our supply chain is characterised by specialist contractors who support our operational requirements. In addition, we work with a number of direct suppliers who provide goods and services. Occasionally we use temporary labour to support our operational requirements Those within our supply chain are sourced via a vigorous screening process and audited on a regular basis. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Our Policies

We operate a number of long-established internal policies to ensure that we are conducting business in an ethical and transparent manner. These include the following:

- Safeguarding Policy
- Recruitment and Selection Policy
- Whistleblowing Policy
- Equal Opportunities Policy
- Modern Slavery Policy

Our Modern Slavery Policy works alongside our other internal policies to secure our commitment to act ethically and with integrity in all our business relationships. All policies reflect our dedication to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and our supply chains.

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Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place processes and systems to:

- Identify inappropriate employment practices;
- Regularly monitor labour and payroll;
- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Identify, assess and monitor other potential risk areas;
- Investigate reports of Modern Slavery.

Employee Training & Awareness

At Phosters, we believe that raising awareness is one of the most effective and successful methods to reduce the risk of modern slavery. Which is why our employees undertake our internal training course on modern slavery at the beginning of their employment, as well as annually thereafter to ensure that they always have the knowledge on how to report, acknowledge and how to handle modern slavery in and around the workplace. With the knowledge and help of both our employees, and those in our supply chain, our aim is that there are no opportunities to hide forced labour.

Further Steps

Following a review of the effectiveness of the steps we have taken in 2022 to ensure that here is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking for 2023:

- Continue to raise awareness of the Modern Slavery Policy with our employees and suppliers; including ensuring that all employees have basic training regarding Modern Slavery via our internal training system at the start of their employment, reviewing annually thereafter.
- Further our understanding of the supply chain practices and procedures of our key suppliers to understand how their businesses address the Modern Slavery Act and keeping up to date with any changes in their policies.
- Continue to promote our Whistleblowing Procedure to ensure our people and our business partners have the ability to report suspected wrongdoing.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2023. It was approved by the board on Monday 2nd January 2023.

Paul Taylor, Managing Director

