

Phosters Modern Slavery Statement 2025

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.

Phosters Modern Slavery Statement 2025

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.

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 2025. It was approved by the board on Monday 2nd January 2025.

Paul Taylor, Managing Director

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 comprehensive review of the steps we took in 2024 to prevent slavery and human trafficking within our supply chains, we are committing to the following enhanced actions for 2025:

- ▶ **Expand Employee Training and Awareness**
We will continue to prioritise employee training on modern slavery and human trafficking, ensuring that 100% of our employees pass training with our internal provider. We will also offer refresher training annually to ensure knowledge remains up to date.
- ▶ **Ongoing Policy Development and Engagement**
We will continuously review and enhance our policies and procedures to ensure our workforce and business partners are aware of how to identify, report, and address suspected cases of slavery or human trafficking. In 2025, we will implement a digital platform that allows employees and partners to easily access and report any concerns, ensuring transparency and accountability.
- ▶ **Strengthen Supplier Vetting and Accountability**
Through our SafeContractor accreditation and other supplier vetting processes, we will only engage with companies that demonstrate full compliance with modern slavery standards. We will collaborate with third-party experts to improve our vetting processes and enhance the support provided to subcontractors in identifying and preventing risks.

