Fishers Services Limited
Slavery and Human Trafficking Statement

Introduction from the Group Managing Director

We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships. We are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains and we expect the same high standards from all of our contractors, suppliers and other business partners.

Fishers are fully supportive of the government's objectives to eradicate modern slavery and human trafficking. All our employees are expected to report concerns and our management are expected to act upon them.

We are committed to ensure that our supply chain is auditable.

Our Business

Fishers are a leading independent laundry company in Scotland and the North of England providing linen and workwear laundry rental services. The Company has its head office in the UK and all sites are in the UK.

Our Supply Chain

Our supply chain includes the sourcing of raw materials principally related to the procurement and processing of textiles.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we have taken the following steps during the financial year 2020

- Processed all our own products within the UK with no outsourcing or use of third parties.
- Limited the geographical scope of our sites to the UK mainland to ensure optimum control of our sites and people.
- Continued long standing relationships with our suppliers and made clear our expectation of business behaviour.

- Regarding our international supply chains, we partner with UK-based companies. Sites are audited to ensure products are sourced in compliance with the Act.
- Where we have used third party suppliers for products, we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- Operated appropriate policies in place to encourage the reporting of any concerns from our employees raising concerns through our Whistleblowing Policy are suitable protected.

Supplier Adherence to Our Values
We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with our values.

Training
To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide relevant training and information to the responsible employees. All our Operational Board Directors have been briefed on the subject.

Our Employees
All our employees are UK-based, and we are compliant with the National Living Wage requirements. We minimise the use of agency labour and ensure compliance with all aspects of employment law. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Fishers' slavery and human trafficking statement for the financial year to 31st December 2021.



Michael Jones
Group Managing Director
Fishers Services Limited (SC067627)
Fishers Topco Limited (SC444215)

30th March 2022