Modern Slavery Policy Statement

Financial year 2023/2024



CONTENT

	Page
INTRODUCTION	3
OUR BUSINESS AND SUPPLIERS	3
OUR POLICIES AND DUE DILIGENCE PROCESSES	3
POTENTIAL SLAVERY AND HUMAN TRAFFICKING RISKS	4
EFFECTIVENESS OF MEASURES TAKEN	4
TRAINING	5
OUR PERFORMANCE INDICATORS	5

INTRODUCTION

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Regent Office Care Ltd t/a Samsic UK has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Samsic UK has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and we are working towards putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business and with our supply chain.

OUR BUSINESS AND SUPPLIERS

Regent Office Care Limited trading as Samsic UK provides cleaning, security and complementary facility support services to commercial and public premises throughout the UK. We employ over 5,000 people. We are also governed by Samsic Groupe, with the Head Office based in France.

In order for the company to meet client service agreements we procure goods and services from suppliers. The company buys from subcontractors and suppliers of known quality, environmental, business conduct, corporate social responsibility and health and safety performance. All suppliers and subcontractors are approved via our management system and are regularly reviewed.

OUR POLICIES AND DUE DILIGENCE PROCESSES

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These policies include Child Labour, Remediation and Young Workers, Anti-bribery, and Competition, Equal Opportunities and Diversity, Recruitment, Bullying, Harassment and Inappropriate Behaviour, Corporate Social Responsibility, Whistleblowing and Standards of Business Conduct. Our Recruitment Policy, includes conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. The Bullying, Harassment and Inappropriate Behaviour Policy, Whistleblowing/Confidential Reporting ensures all employees or third parties know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

All of our managers and staff are expected to follow our policies and procedures to ensure no worker is treated in a harsh or inhumane way and to ensure safe working environments.

As part of our approved supplier procedure we ensure our suppliers are aware of our policies and we expect them to adhere to the same high standards. All of our businesses and suppliers are required not to use any form of forced, bonded or involuntary labour and all must ensure that no person suffers any harsh or inhumane treatment.

POTENTIAL SLAVERY AND HUMAN TRAFFICKING RISKS

As some products and equipment purchased nowadays may have passed through a chain of producers, manufacturers, although distributed in the United Kingdom, it can be very difficult to certify that products or equipment has not been produced using slavery, However the company via its Approved Supplier procedures goes some way to ensure companies operate and manage ethically and responsibly and thus are operating to the high standards that Regent Office Care Limited would expect. As part of our approved supplier procedure we conduct due diligence on all suppliers before allowing them to become an approved supplier.

Regent Office Care Limited recruits staff directly and if on occasion temporary staff are required, the company only works with agencies who operate their business in an ethical manner and comply with all applicable laws.

We will ensure any matter raised via our audit process or via whistleblowing are thoroughly investigated and appropriate action is taken.

EFFECTIVENESS OF MEASURES TAKEN

We reviewed our Approved Suppliers Procedure and introduced a Supply Chain Modern Slavery Questionnaire and Risk Assessment Document, this is currently being sent out for completionto all of our suppliers.

We advise our suppliers ‘If your organisation is covered by the legislation, you must produce an annual statement setting out the steps you have taken to ensure there is no slavery in your business and supply chains. If you have not taken any steps, you must say so.’ They are made aware we are committed to acting ethically and with integrity and transparency in all business dealings and we are continually working towards putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business and with our supply chain.

Although the organisations have completed our standard supplier/subcontractor questionnaire to place them as an approved supplier, we now require them to compete our questionnaire to enable us to carry out a Risk Assessment.

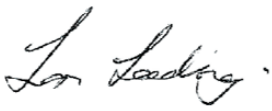
TRAINING

To ensure we engage staff on the way our business is managed, including policies and procedures we have introduced a Toolbox Talk related to Modern Slavery, and on Whistleblowing/Confidential Reporting. This is especially important for our on-site team so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

OUR PERFOMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement has been approved by our Manging Director and will be placed on our website www.samsic.uk



Ian Leeding
Managing
Director
July 2023