



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains. Our annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 31 March 2016.

Organisational structure, business and supply chains We are a facilities Managing company providing hygiene, fire maintenance and protection as well as general building and fabric facilities to various sectors operating solely within the UK. Our business comprises of one head office support based at the following address:

Ground Floor Office, Unit 1 Loughton Business Centre, Langston Road, Loughton, IG10 3FL. Our supply chains are all UK wholesale. None of our materials or supplies are sourced directly from manufacturers.

Policy on slavery and human trafficking We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This 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 within our supply chains.

Due diligence We consider ourselves to be a 'low risk' business with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through recruitment agencies who are members of the Recruitment and Employment Confederation. We do not recruit from outside the UK or use agency workers.

Assessing and managing risk We have a whistleblowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

Effectiveness in combating slavery and human trafficking We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

Training It is the responsibility of all employees to report any reasonable suspicions of illegal employment and exploitation of employees and it is UK FM Services Ltd policy that an employee should not suffer as a result of reporting reasonably held suspicions and there must be no lawful discrimination on any grounds. We are providing appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains. Employees are encouraged to raise concerns; these include but are not limited to:

- Any suspected or actual act of slavery or servitude
- Any suspected or actual act of forced or compulsory labour
- Any suspected or actual act by a supplier of goods or services of illegal employment or exploitation.

This statement will be updated annually.

Name: Steve Pierson

Position: Company Director

Signature:

A handwritten signature in blue ink, appearing to read 'Steve Pierson', written over a horizontal line.

