



**Antac**  
support services



# Antac Support Services Modern Slavery Statement 2025

Providing Quality Services, Safely

## **Definition of Slavery**

*Slavery is where ownership is exercised over a person; servitude involves the obligation to provide services imposed by coercion; forced, compulsory or child labour involves work or service exacted from any person under the menace of a penalty and for which the person has not offered himself voluntarily; human trafficking concerns arranging or facilitating the travel of another with a view to exploiting them.*

## **Antac Support Services**

Antac Support Services will comply with the Modern Slavery Act 2015 and have strict measures in place to ensure that no slavery is part of any of our business, that includes our operations, supply chains, goods and services.

Antac Support Services, established in 2001, delivers a wide range of services across the UK. The Soft Services division provides window cleaning, high-level cleaning, gutter maintenance, and office cleaning. The Hard Facilities Management division covers building services, mechanical and electrical works, and project delivery. Antac's two largest divisions, MoD Housing and MoD Core Services, are managed by two Account Directors who provide leadership and strategic direction, with overall operations overseen by four Executive Management Directors.

There are seven offices, plus nine site-based offices throughout the UK:

- High Wycombe – Head Office
- Faringdon – Commercial office
- Aylesford – Operations
- Leeds – Operations
- Bromsgrove – Operations
- Larkhill & Aldershot – Void Housing
- site-based offices on MoD sites across Hampshire, Berkshire, Bucks & Middlesex.

Antac employ approx. 480 permanent staff, our Talent Acquisition Team and Hiring Managers are trained to carry out 'right to work checks', to spot any inconsistencies and potential risks, when onboarding new employees.

All staff have been issued a written statement / contract. Where there is a fixed term contract it is completed in a moral way with no exclusivity clause and with as much flexibility for the staff as for the organisation.

## Scope

Antac conform to the International Labour Organisation's Convention No. 138 (minimum age) and Convention No. 182 (the worst forms of child labour).

## Child Labour

With the UK being a member of the International Labour Organisation (ILO), the company respects, promotes and supports the abolition of child labour. We therefore conform to Convention NO. 138 on 'minimum age' and the Convention No. 182 on the 'worst forms of child labour'.

Child labour is defined by the ILO as children who are:

- below the age of 12 years working in any economic activities
- aged between 12-14 years engaged in work that is more than light work and
- aged under 18 years and engaged in the worst forms of child labour.

Convention No. 182 on minimum wage ensures the minimum age for starting employment or to carry out work to a level that is consistent with the fullest physical and mental development of a young person.

The ILO Convention, article 3, no. 82 sets out the worst forms of child labour, which are likely to form modern slavery.

- All forms of slavery or practices similar to slavery (for example the sale and trafficking of children, debt bondage and serfdom and forced compulsory labour, including forced or compulsory recruitment of children for use in armed conflict.
- The use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances
- The use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties
- Work but which its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

## Statement

Antac is committed to raising awareness of modern slavery and forced labour across the business. All employees receive appropriate training to ensure they understand this Modern Slavery Statement, can recognise the signs of exploitation, and know how to report any concerns. Awareness is embedded into the company induction programme and reinforced through the Employee Handbook.

A member of the management team attended Lunch & Learn sessions with the Supply

Chain Sustainability School, sharing ideas to further strengthen our processes and raise awareness. This year, we have introduced printed posters, these have been displayed on office noticeboards, welfare areas and backs of toilet doors.



**Modern slavery is all around us, often hidden in plain sight.**



### Spotting the signs

Modern slavery can be challenging to detect, warning signs include:

- visible signs of physical abuse
- malnourishment or poor hygiene
- workers with few personal belongings or wearing the same clothes repeatedly
- reluctance or fear in interacting with others
- consistent drop-offs or pickups by the same individual
- a number of people registered at the same address



### Additional checks

- right to work checks for all employees
- work with subcontractors to reduce risks and raise awareness
- consider the origin of supplies to ensure there is no forced labour in the supply chain

If you suspect or come across any evidence of modern slavery, either refer to our Whistleblowing Policy, contact the helpline below or report it on line at

[modernslaveryhelpline.org](http://modernslaveryhelpline.org)

**Modern Slavery Helpline**

08000 121 700

**Emergency**

999

**If you would like more information please contact Shezan Vayani or Sara Jones**

01494 513880

[SJones@antac.co.uk](mailto:SJones@antac.co.uk)

[www.antac.co.uk](http://www.antac.co.uk)

The Employee Handbook sets out our policies and key procedures and all employees are required to acknowledge that they have read it and agree to it when they begin working for Antac. As part of ongoing training, Antac share Toolbox Talks (TBT) on a

monthly basis, 'Modern Slavery Awareness' is scheduled as one of the TBT topics. By following these procedures and increasing the awareness of Modern Slavery we look to reduce the Risk of Modern Slavery in our business.

Antac is committed to identifying and mitigating any potential risks within our supply chain. All suppliers and subcontractors are required to complete a supplier questionnaire before any contract is established. We currently work with approximately 70 regular suppliers, with a further 150 registered on our preferred supplier framework.

Through initiatives and webinars provided by the Supply Chain Sustainability School, we continually review and enhance our supply chain processes. As part of our evaluation, we assess suppliers against the following criteria:

- Employer, product, public liability, and professional indemnity insurance
- Compliance with ISO 9001 quality standards or equivalent management systems
- Review of health and safety policy, systems, and/or ISO 45001 certification
- Certification to ISO 14001 environmental standards or equivalent environmental policy
- SAFEcontractor accreditation
- Business Ethics and Corporate Social Responsibility Policy
- Supply chain due diligence, including checks on their suppliers for compliance with the Modern Slavery Act

Once approved, subcontractors are required to sign our Subcontractor Handbook, which now includes a dedicated section on Modern Slavery and Forced Labour. The handbook must be signed before any work is allocated or a purchase order issued. This process demonstrates our active engagement with the supply chain and reinforces our commitment to responsible business practices.

The following extract from our handbook sets out our expectations and guidance for subcontractors:

### **Worker Conditions**

We expect all subcontractors to provide working conditions that fully comply with current UK legislation. Antac is a committed advocate of the Modern Slavery Act 2015 and actively monitors its supply chain to ensure there are no breaches of this or any other employment legislation.

We require all suppliers and subcontractors to take proactive measures to prevent

modern slavery, human trafficking, and child labour within their operations and supply chains. Any suspicions or known instances must be reported immediately to the Modern Slavery Helpline on 08000 121 700 or online at [www.modernslaveryhelpline.org](http://www.modernslaveryhelpline.org) Failure to comply may result in the termination of the business relationship.

For smaller companies and organisations that do not have a policy on tackling modern slavery and human trafficking, they are actively encouraged to review this when working as part of our supply chain in collaboration with our Tier One customers.

Antac Support Services embraces socially responsible trading, we audit our suppliers to ensure their business meets our high standards and we work with customers to ensure optimum environmental friendliness. This will also extend to their employment practices and procedures to ensure that no slavery or human trafficking exists in their business.

Our Supplier Code of Conduct requires any recruitment agencies we use, we will ensure that they have strict compliance to this Act and require confirmation from them that no agency worker is being exploited as part of any slavery or human trafficking.

We have a Recruitment and Selection Policy that ensures compliance with equal opportunities and states that recruitment agencies go through the same evaluation as other suppliers, although the majority of recruitment is managed inhouse, by our Talent Acquisition Team, reducing our reliance on agencies.

If it is established that any employee or person connected with the business has committed any offence as follows:

- the person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or
- the person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

They will be subject to the Company's Disciplinary Process. If a supplier is found to have committed any of the above, then Antac will cease trading with them immediately and will report them to the Police authorities.

Antac have Business Ethics and Integrity and Code of Conduct policies for all employees to comply with. Antac's Executive Management Team and our employees are working

to identify any potential threats which are not compliant with our values, ethics and government legislation.

A copy of this statement is available on our website and has also been uploaded to the government's modern slavery statement registry. While this is not a legal requirement, publishing our statement in this way demonstrates our commitment to transparency and helps to strengthen engagement with our customers and stakeholders.

This year we have developed a Remediation process to strengthen our processes and procedures, please see following page.

**Statement Updated September 2025**

Date of next review September 2026

Stephen Burton  
Managing Director



Anthony Hutchins  
Commercial Director



Shezan Vayani  
Finance Director



Signed on behalf of the Board of Directors

Related Documents:

- Business Ethics Policy
- Whistle Blowing Policy
- Recruitment & Selection Policy
- Employee Handbook
- Subcontractor Handbook
- Modern Slavery Awareness TBT
- Modern Slavery Risk Assessment

## **Remediation Process for Human Rights and Child Labour Issues**

Antac is committed to upholding and promoting human rights across our operations and supply chain. If any human rights abuses or child labour practices are identified, we follow a structured and collaborative remediation process:

### **1. Immediate Action**

- Cease engagement with the specific individual, site, supplier or subcontractor involved.
- Take steps to protect the welfare of affected individuals, especially children, ensuring their immediate safety.

### **2. Investigation**

- Launch an internal investigation, coordinated by our H&S Team in partnership with the Commercial Director.
- Collect facts through documentation, site visits, and interviews.

### **3. Engagement, Rectification, and Government Collaboration**

- Work with the affected entity (e.g., supplier, subcontractor) to develop and implement a Corrective Action Plan (CAP) with defined timelines.
- Engage with local government agencies and child protection services to:
  - Ensure safe removal of children from exploitative work.
  - Facilitate access to education, healthcare, rehabilitation, and family support.
  - Align remediation with local legal frameworks and social services.
- Collaborate with local NGOs (non-governmental organisation) or community-based organisations where additional support is needed.

### **4. Monitoring and Follow-Up**

- Monitor implementation of the CAP through periodic audits and site visits.
- Track outcomes and measure effectiveness.

### **5. Documentation and Reporting**

- Maintain clear documentation of all findings, decisions, and actions taken.
- Notify regulatory authorities where required by law.

### **6. Policy Review and Continuous Improvement**

- Use lessons learned to update internal policies and procedures.
- Strengthen preventative controls, including:
  - Enhanced risk assessments.
  - Supplier training.
  - Updated ethical clauses in contracts.
  - Awareness materials in local languages.