

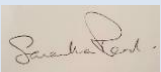
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APM Cleaning Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

APM Cleaning is committed to fully support the Modern Slavery Act 2015 and work alongside our supply companies, sub-contractor, and partners to abolish modern day slavery and human trafficking.

APM Cleaning is committed to acting ethically and with integrity in all our business dealings and relationships; we have a zero-tolerance approach to modern slavery, and we will not support or deal with any organisation knowingly involved in slavery or human trafficking.



Samantha Read
Director
APM Cleaning & Repair Ltd

References:

- A. Section 54(9) of the Modern Slavery Act 2015.
- B. Transparency in Supply Chains etc. A practical guide Rt Hon Theresa May MP Home Secretary 2015.

Modern slavery is a heinous crime that affects communities and individuals across the globe. That is why the transparency in supply chains provision in the Modern Slavery Act 2015 is so vital in our fight against this evil. A truly ground-breaking provision, the transparency measure will require businesses to be transparent about what they are doing and will increase competition to drive up standards.

I want to support, motivate, and incentivise organisations to understand the complex issue of modern slavery and how they can tackle it. Organisations with significant resources and purchasing power are in a unique and very strong position to influence global supply chains.

It is simply not acceptable for any organisation to say, in the twenty-first century, that they did not know. It is not acceptable for organisations to ignore the issue because it is difficult or complex. And it is certainly not acceptable for organisations to put profit above the welfare and wellbeing of its employees and those working on its behalf. We must take a strong and collective stand to stop the callous and brutal individuals who are prepared to abuse men, women, and children for their own personal gain. I know that many large global organisations are already tackling this issue head on, but we must not let our guard down.

By increasing supply chain accountability, more workers will be protected, and consumers will have greater confidence in the goods and services they buy. That is why the transparency in supply chains provision is world leading and will bring about the change that is so vitally needed. I am most grateful to the range of organisations and trade bodies who have contributed to the development of this important guidance.

Home Secretary

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Who does this policy apply to?

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

Transparency

Transparency is important and a full list of approved suppliers, sub-contractors and partners is available at APM Cleaning's 'Approved Supplier List'. It should be noted that supply provision is from regional companies and products produced entirely in the UK (goods from outside the UK and EU are more at risk of slavery and human trafficking involvement).

Policy enforcement

The Director of APM Cleaning has overall responsibility for this policy, however maintenance and operation lie with the Operations Managers. All personnel working for APM Cleaning, irrespective of capacity, are not only responsible for understanding and complying with this policy, but also for enforcement and reporting of infringements.

Policy compliance and reporting concerns

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify the Operations Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken; personnel are also directed towards APM Cleaning's 'Whistleblowing Policy'.

Confidentiality

APM Cleaning will do its best to protect your identity when you raise a concern and do not want your name to be disclosed however the investigation process may reveal the source of the information and a statement by you may be required as part of the evidence.

Breaches of policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.



Samantha Read
Director

29th July 2024

Date of Review
29/07/2024



Director
APM Cleaning Ltd

Date of next Review:
July 2026