



# Anti-Slavery & Human Trafficking Policy

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# Anti-Slavery & Human Trafficking Policy

Ethos Group Services Ltd (Ethos Group) is committed to ensuring that slavery and human trafficking is not taking place within its workforce or supply chain. This statement is made on behalf of Ethos Group in accordance with the requirements of the Modern-Day Slavery Act 2015.

## Our supply chain

Our supply chain incorporates many different trades, for which we have identified the following as being of higher risk profile to modern slavery:

- Construction contractors
- Ground work contractors
- Mechanical and electrical contractors
- Painting and decorating contractors
- Joinery contractors
- Masonry contractors
- Specialist Cleaning contractors

## Our policies on slavery and human trafficking

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

## Our processes

As part of our initiative to identify and mitigate risk we have implemented several processes to ensure, as far as reasonably practicable, that our workforce and supply chain adhere to our expectations. We have:

- Identified and assessed potential risk areas within our supply chain and clearly communicated our statement, policy and expectations to our supply chain. We have and will continue to highlight the importance of tackling and combating the threat of human trafficking and modern-day slavery across the construction industry
- Revised our Supply Chain Code of Conduct which forms part of our internal supplier PQQ validation process
- Carried out internal audits, interviewing our employees and labour
- Continually reviewed our recruitment process to ensure it is fair and transparent, and that candidates are robustly vetted and their identities verified.
- Communicated our internal code of conduct anonymous whistleblowing hotline, and external whistleblowing methods.

## Our training

We provide training to our staff to ensure high levels of understanding around the risks of modern slavery and human trafficking in our business and supply chain.



## Our future steps

We will continually review our approach to modern slavery and human trafficking, and will develop a process which enables us to monitor and measure our performance. This performance measure will then form part of our annual CSR report.

This statement is made pursuant of Section 54, Part 6 of the Modern Slavery Act 2015, and sets out the steps Ethos Group has taken to ensure that slavery and human trafficking is not taking place in our business, or any part of our supply chain.



Modern Slavery Act  
2015