

MODERN SLAVERY POLICY

Introduction

Excellerate Services is a soft services provider which delivers cleaning services to clients nationwide employing a diverse workforce which consists of 88% foreign nationals. The most common countries of origin for modern slavery in the UK are foreign nationals from Albania, Vietnam, Nigeria, Romania and Poland.

We recognise that, today, slavery still takes place and is abhorrent. It can take the form of compelling vulnerable people to work for little or no payment, in a variety of industries, and with an implied or real threat of violence.

Definition

Excellerate Services consider that the Modern Slavery Act 2015 encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse.
- Being dehumanised, treated as a commodity or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

Excellerate Services considers its exposure to slavery/human trafficking to be relatively limited, however, as a reputable organisation, we wish to play our part in stamping this practice out and, to that end, we have safeguards in place to ensure no person can be employed by us, or through one of our agents or suppliers, under such circumstances. These safeguards are described below.

Direct employees

In our cleaning services, employees are required to supply referees, proof of address, bank account verification and entitlement to work in the UK. Part of the proof of identity is the production of a current passport/ work permit. This document would normally be withheld by traffickers so its availability at interview would reassure us of the person's freedom.

Training is provided to all managers and supervisors to ensure that the documentation provided to verify a person's identification is authentic and not a forgery or stolen identification from a similar looking individual.

Sub-contractors

The use of sub-contractors is the exception.

In our cleaning services, sub-contractors must be reputable and holders of BS EN ISO 9001 accreditation. We judge that a company with this certification is highly unlikely to behave in a nature that would condone slavery or human trafficking.

Suppliers

The purchase of quality critical supplies and services may only be made through approved suppliers who have been verified and appointed to our Approved Suppliers List. Part of the verification process includes the completion of a statement to the effect that the supplier has robust employment measures in place and only sources their materials from known parties.

Anti-Slavery Statement

Excellerate Services provides services to its clients via directly employed cleaning operatives and a UK based contractor network.

Excellerate Services fully supports the Modern Slavery Act 2015 and acknowledges its responsibilities in relation to tackling modern slavery. Excellerate Services understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Excellerate Services does not enter into business with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

We carry out thorough due diligence on all our major supply chain partners and will for any new major contractor or supplier take steps to ensure confirmation of their compliance with the Act.



Keith French
CEO, UK