

22-015 Anti-Slavery Policy			C4 Cleaning Ltd	
			1-2 Chalice Close, Lavender Vale, Wallington SM6 9RU	
Name:	Courtney Hanson-Chambers	Signature:		Date: 01.02.2026
Title:	Director			Review: 31.01.2027

Purpose

C4 Cleaning Ltd is committed to conducting business with integrity, transparency, and respect for human rights.

This policy sets out the Company's zero-tolerance approach to modern slavery and human trafficking in all its forms and ensures compliance with the UK Modern Slavery Act 2015. The purpose of this policy is to prevent, identify, and address any instance of modern slavery within our operations or supply chains.

Scope

This policy applies to all individuals working for or on behalf of the Company, including:

- Employees, contractors, sub-contractors, consultants, agency staff, trainees, and interns.
- Business partners, suppliers, and service providers who act on behalf of the Company or supply goods and services to it.

All individuals and organisations associated with the Company are expected to share our commitment to preventing modern slavery and promoting ethical labour practices.

Policy Statement

The Company:

- Has a zero-tolerance approach to slavery, servitude, forced labour, and human trafficking.
- Will act ethically and with integrity in all business dealings and relationships.
- Will implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in its own business or in any of its supply chains.
- Is committed to ensuring transparency in its business and in its approach to tackling modern slavery throughout its supply chains, consistent with the disclosure obligations under the Modern Slavery Act 2015.

Our Commitments

The Company shall:

- Conduct risk assessments to identify and mitigate potential modern slavery risks.
- Require all suppliers and contractors to adhere to this policy and demonstrate due diligence in preventing modern slavery.
- Provide appropriate training to staff involved in procurement or supplier management.
- Maintain effective reporting mechanisms to allow concerns to be raised confidentially and investigated promptly.
- Take swift and decisive action where modern slavery is identified, including terminating relationships with non-compliant suppliers.

Responsibilities: Employees

- Must report any concerns or suspicions of modern slavery in the business or supply chain.
- Should familiarise themselves with the signs of modern slavery and understand reporting procedures.

- Are expected to uphold the Company's ethical standards at all times.

Responsibilities: Managers and Directors

- Are responsible for ensuring this policy is communicated and enforced across their teams.
- Must ensure procurement and contracting processes include appropriate due diligence checks.
- Will review supplier compliance and take corrective action when required.

Reporting Concerns

Any employee, supplier, or third party who suspects or becomes aware of potential modern slavery should report it immediately to their line manager or directly to the Company Director. The Company will investigate all reports promptly and confidentially. Whistleblowers who raise genuine concerns in good faith will be supported and protected from any form of retaliation.

Due Diligence in Supply Chains

The Company expects all suppliers to:

- Comply with all applicable labour laws and regulations.
- Implement their own anti-slavery policies and due diligence procedures.
- Allow the Company to audit or request evidence of compliance when necessary.
- Report any instances of modern slavery identified within their business or supply chain.

Tips and things to remember

1. Familiarise yourself with the signs of modern slavery and trafficking.
2. Verify the legality of documents provided by new hires.
3. Report any concerns or suspicions promptly to a manager or the Director.
4. Ask suppliers and contractors to uphold anti-slavery standards throughout their supply chains.

Consequences of Non-Compliance

Any employee, supplier, or business partner found to be engaging in or supporting modern slavery practices will face disciplinary or contractual action, which may include termination of employment or business relationships, and referral to the relevant authorities.

Policy Review

This policy will be reviewed annually or sooner if required by changes in legislation or Company operations. The latest version of this policy will always be available to employees, suppliers, and the public upon request.