

Modern Slavery Statement

At Scenic Cleaning Services Ltd, we are committed to preventing modern slavery and human trafficking in all our business activities and supply chains. We acknowledge our responsibility to ensure that slavery and human trafficking are not taking place within our organization or within any of our supply chains.

Our Approach:

Policies and Procedures: Our policies set expectations of how we and everyone who works on our behalf will prevent modern slavery. Scenic Cleaning Service Limited's policies are based on human rights, International Labour Organisation's declaration on Fundamental principles and rights at Work, and children rights. The policies relevant to Modern slavery are:

- Anti-slavery Policy
- Recruitment Policy

These policies outline our zero-tolerance approach to modern slavery and provide guidance to our employees and suppliers on how to identify and report any concerns.

Supplier Due Diligence: We conduct thorough due diligence on all our suppliers to assess the risk of modern slavery within our supply chains. We require all suppliers to adhere to our standards and principles regarding modern slavery and human rights.

Employee Training: We provide training to all employees to raise awareness of modern slavery and human trafficking issues. This training equips our employees with the knowledge and skills to identify and report any potential instances of modern slavery.

Reporting Mechanisms: We have established confidential reporting mechanisms to encourage employees, suppliers, and other stakeholders to report any concerns related to modern slavery. We take all reports seriously and investigate them promptly and thoroughly.

Continuous Improvement: We are committed to continuously reviewing and improving our practices to prevent modern slavery and human trafficking. We regularly assess the effectiveness of our policies and procedures and take corrective actions as necessary.

Modern slavery risks within the business

The tier system does not apply within our business given we recruit our work force directly from the labour market. Albeit a high percentage of the work force is self-employed.

We do acknowledge that cleaning is a seasonal sector hence there is a risk for competition within bids to secure work as such this raises a risk for our workforce in respect to pay rights, forced labour, lack of freedom of choice around work assignments and poor work conditions.

We utilise specialist suppliers for cleaning equipment and goods. However we must remain conscious that our customers have are exposed to modern slavery risks that like we do.

Our progress

| KPI | Reason for KPI | 2022 | 2023 |
|------------------------------------|------------------------------------|------|------|
| Number of concerns identified with | By monitoring the number of issues | 0 | 0 |

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| suppliers and direct operations which indicate potential forced labour. | identified, we can better adapt our policies and procedures. | | |
| Percentage of eligible employees who completed the Modern Slavery Training | By monitoring completion, we can track our colleagues understanding of modern slavery. | 81% | 98% |
| Number of reports to the Compliance Hotline related to modern slavery concerns | By monitoring the number of issues identified, we can better adapt our policies and controls. | 0 | 0 |

As part of our commitment towards compliance with the Modern Slavery Act and managing any risks within our supplier chain or direct operations, there is a need to regular review of our control environments and investing in specialist external training for deepening engagement on the topic of modern slavery.

We will explore opportunities for collaborative work with external experts to ensure we align well with best practice standards.

Statement Approval:

This modern slavery statement has been approved by the Board of Directors of Scenic Cleaning Services Ltd and will be reviewed and updated annually to reflect any changes in our approach or legislation.

Signed: *Ian Eribankya*

Role: Managing Director
Scenic Cleaning Services Ltd

Date: 16/04/2024