



Modern Slavery & Human Trafficking Policy

Although, we are not legally bound under the Modern Slavery Act 2015 to publish our Modern Slavery policy we do however recognise that slavery and human trafficking is a hidden blight on our global society and as such take this matter seriously.

Lemon-Cleaning (Hampshire) are committed to conducting business ethically and responsibly. We recognise our responsibility to prevent modern slavery and human trafficking within our operations and supply chain. This policy outlines the steps we take to identify, prevent, and address risks related to modern slavery, in line with our values and our obligations under the Modern Slavery Act 2015.

Our People

We are dedicated to fair, inclusive, and equitable employment practices. This includes:

- Maintaining 1:1 pay equality across gender, race, and ethnicity
- Ensuring all colleagues have the legal right to work in the UK
- Providing clear employment contracts and fair working conditions
- Offering accredited training and development opportunities
- Promoting a culture of openness, wellbeing, and respect

We encourage employees to raise concerns without fear of retaliation and ensure that appropriate channels are available for confidential reporting

The aim of our Company is to identify our responsibilities and alerting staff to the risks; however small the risk is in our operations and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

Our Supply Chain

We expect our suppliers and partners to uphold the same high standards we set for ourselves. We take reasonable and practical steps to ensure that our supply chain is free from modern slavery, including:

- Working only with reputable suppliers who demonstrate ethical business practices
- Requiring suppliers to comply with all relevant legislation and labour standards
- Prioritising partners who show strong commitments to environmental responsibility, equality, diversity, and health and safety
- Reviewing supplier policies and, where appropriate, requesting evidence of their own modern slavery measures

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We reserve the right to terminate relationships with suppliers who fail to meet our ethical expectations.

As such we have a multi-disciplined though limited supply chain to support us through the different aspects and provisions of our operations.

We are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chain or in any part of our business.

Our Policy

Our Anti-Slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business operations and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and our supply chain.

This Policy takes into account, and complements our other company policies, procedures and requirements documented in our Integrated Management System. The implementation and operation of this policy underline our commitment to ethical business practices. This policy has been established in line with other company policies, including disciplinary procedures where they are breached.

This policy shall be communicated within our company, and shall be regularly reviewed by the Directors to ensure its continuing suitability and relevance to company activities. The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (But not limited to):

- More stringent vetting and investigation of our supply chain (contractors, subcontractors, policies, contracts etc.).
- Regularly reviewing our practices for checking all employees are paid at least the minimum wage and have the right to work in the UK.
- We encourage the reporting of concerns and the protection of whistle blowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking.

We expect all those in our supply chain and contractors comply with our values. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff involved in procurement. All Directors have also been briefed on the subject.



We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Requesting information from our supply chain through our supply chain approval questionnaire.
- Use of labour monitoring and payroll systems.
- Raising awareness with contracts/procure

Continuous Improvement

We are committed to continually strengthening our approach to preventing modern slavery. Over the coming year, we will:

- Review and update our policies and procedures
- Enhance supplier screening and monitoring
- Expand training and awareness initiatives
- Improve reporting mechanisms and transparency

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