



AJ Clean Services: Modern Slavery Statement

At AJ Clean Services, we are dedicated to operating with integrity and respect for human rights. We are committed to ensuring that modern slavery, human trafficking, and exploitation are not present in our business operations or supply chains.

1. Our Commitment to Ethical Practices:

We have a zero-tolerance approach to modern slavery and human trafficking. We are committed to conducting our business in a way that upholds the highest standards of fairness, transparency, and ethical behaviour. We are fully aligned with the Modern Slavery Act and ensure that our practices reflect a commitment to eliminating exploitation and abuse in any form.

2. Fair Treatment of Employees:

We treat all employees with dignity and respect, ensuring:

- All workers are employed voluntarily and on fair terms, including competitive wages and clear employment contracts.
- Employees are provided with all the rights and benefits they are entitled to, including the right to freely leave their employment.
- We adhere to all local laws regarding working hours, conditions, and pay.

3. Supplier Responsibility and Due Diligence:

We are committed to working with suppliers who share our values and ethics. As part of our commitment, we:

- Conduct checks and audits of our suppliers to assess their compliance with our ethical standards.
- Require all suppliers to confirm their adherence to modern slavery-free practices and to have their own policies in place to combat exploitation.
- Take action if any supplier fails to meet these standards, including reconsidering our relationship with them if necessary.

4. Employee Training and Awareness:

To ensure that modern slavery remains a focus within our operations, we:

- Provide regular training to employees on recognizing and reporting modern slavery and human trafficking.



- Promote a culture where employees feel comfortable speaking up if they suspect any form of exploitation in our workplace or supply chain.

5. Reporting and Accountability:

We encourage our employees and stakeholders to report any concerns related to modern slavery without fear of retaliation. All reports are taken seriously and investigated promptly. We have clear processes in place to handle any allegations and take appropriate action.

6. Continuous Review and Improvement:

We are committed to continuously improving our approach to preventing modern slavery and human trafficking. Our policies and practices are reviewed regularly to ensure they remain effective and compliant with current laws and standards. This statement will be updated annually to reflect any changes or improvements in our practices.