



Shield PEST CONTROL UK LIMITED



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ANTI -MODERN SLAVERY AND HUMAN TRAFFICKING POLICY/STATEMENT

SHIELD PEST CONTROL UK LIMITED is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners. **Shield Pest Control UK Limited** acknowledges responsibility to the **Modern Slavery Act 2015** and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services, make up the supply chain within **Shield Pest Control UK Limited**. As part of the companies' due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored. **Shield Pest Control UK Limited** will not support or deal with any business knowingly involved in slavery or human trafficking. **Shield Pest Control UK Limited's** Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains. A full copy of this policy will be accessible to all employees electronically and can be obtained from the HR department upon request. This policy statement will be reviewed annually and published and this policy considers and supports the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of **ISO9001:2015 and ISO14001:2015**. The implementation and operation of this management system underlines our commitment to this policy. Additional procedures ensure that this policy is understood and communicated to all levels of Shield Pest Control UK Limited and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to **Shield Pest Control UK Limited's** activities.

COMPLIANCE WITH THIS POLICY:

- You must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains, is the responsibility of all those working for us, or under our control.





- You are required to avoid any activity that might lead to, or suggest a breach of this policy. You must notify your manager, or compliance as soon as possible, if you believe, or suspect that a conflict with this policy has occurred, or may occur in the future.
- You are encouraged to raise concerns about any issue, or suspicion of modern slavery in any parts of our business, or supply chains of any supplier tier at the earliest possible stage.
- If you believe, or suspect a breach of this policy has occurred, or that it may occur, you must notify your manager, or report it as soon as possible.
- If you are unsure about whether an act, the treatment of workers more generally, or their working conditions within any tier of our supplier chains, constitutes any of the various forms of modern slavery, raise it with your manager, or the compliance officer.
- We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.
- We are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith, their suspicion that modern slavery of whatever form, is or may be taking place in any part of our own business or supply chain.
- Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contracts and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Signed:
Daniel Steward
Managing Director

1ST JANUARY 2024