

Rapid Commercial Cleaning Services Ltd

Modern Slavery Policy

1. Purpose

Modern slavery is a serious crime and a fundamental violation of human rights. It includes offences such as slavery, servitude, forced or compulsory labour, and human trafficking, as defined in the Modern Slavery Act 2015 (the “Act”). These practices involve the exploitation of individuals for personal or commercial gain through the restriction of their freedom.

Rapid Commercial Cleaning Services Ltd (the “Company”) is committed to preventing modern slavery in all its forms within our operations and supply chains. We uphold a zero-tolerance approach to modern slavery and aim to ensure that all business activities are conducted ethically, transparently, and with integrity.

This policy outlines the measures we take to prevent modern slavery and defines the responsibilities of all employees and business partners in supporting this commitment.

2. Our Commitment to Preventing Modern Slavery

We are dedicated to maintaining transparency in our business practices and expect the same from our suppliers, contractors, and partners. To support the prevention of modern slavery, we:

- Require all suppliers and partners to comply with the Act and all relevant legislation.
- Prohibit the use of forced, bonded, trafficked, or child labour in any part of our supply chain.
- Expect suppliers to implement the same high standards throughout their own supply chains.

All employees are required to familiarise themselves with this policy and support the Company’s efforts to identify and prevent modern slavery.

Compliance with this policy forms a contractual obligation for all employees.

3. Measures to Prevent Modern Slavery

While we recognise our responsibility to take reasonable steps to identify and prevent modern slavery, we also acknowledge that we cannot control every aspect of our supply chains. We therefore implement the following practical measures to mitigate risks:

- **Supplier Engagement:** Where appropriate, we actively communicate our Anti-Slavery Policy to all suppliers and seek assurance regarding the steps they are taking to prevent modern slavery.
- **Supplier Vetting:** Where appropriate, we introduce pre-screening procedures as part of our procurement and tendering processes, including self-assessment questionnaires on safeguarding practices.
- **Contractual Controls:** Our contracts may include clauses requiring suppliers to comply with this policy and to permit audits of their activities and supply chain relationships, either routinely or when concerns arise.

4. Responsibilities

Company Leadership

- Overall responsibility for preventing modern slavery rests with the Company's Senior Management Team. They are accountable for ensuring that the policy is effectively implemented and complies with legal and ethical requirements.

Managers

- Managers must ensure that their teams understand this policy and receive appropriate, regular training on recognising and preventing modern slavery.

All Employees

- Every employee has a duty to support the Company's commitment to eliminating modern slavery by adhering to this policy, reporting concerns, and conducting business ethically.

5. Reporting Concerns

Concerns relating to suspected modern slavery within the Company or its supply chains should be raised through the Company's Whistleblowing Procedure, as set out in the Employee Handbook.

In summary:

- Employees should report concerns to a member of the Senior Management Team.
- In serious cases, concerns should be escalated directly to a Company Director.

The Company will determine the appropriate next steps based on the nature and severity of the disclosure.

6. Safeguards and Protection

We encourage openness and will support anyone who raises genuine concerns in good faith, even if they turn out to be unfounded.

No employee will suffer any form of detrimental treatment, such as dismissal, disciplinary action, threats, or unfavourable treatment, for reporting concerns about modern slavery.

7. Communication and Awareness

We incorporate our zero-tolerance approach to modern slavery to all suppliers, contractors, and business partners at the start of our relationship and reinforced when necessary.

Regular training and awareness initiatives will continue to help employees understand the signs of modern slavery and the steps they should take if they have concerns.

This policy is formally endorsed by the Company's leadership, who are fully committed to strengthening our approach to preventing modern slavery and promoting ethical, responsible business practices.



Paul Claxton
Managing Director
24/03/2026



Emily Hunter
Head of People & Culture
24/03/2026