Trident Consultancy & Asset Management Ltd T/A Property Cleaning Services Modern Slavery Statement 2022

Our commitment to preventing modern slavery

At Property Cleaning Services we are committed to conducting our relationships to the highest ethical and moral standards and acting with integrity and professionalism in all our activities. This is in line with our corporate values and the expectations of our colleagues, customers and suppliers. It includes the prevention of modern slavery and human trafficking in all its forms and extends to all business dealings and transactions in which we are involved, regardless of location or sector.

Scope and coverage of this statement

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the “Act”) and sets out the steps taken by Property Cleaning Services during the financial year ending 31 March 2022 (FY 2022) to prevent modern slavery and human trafficking in our business and supply chains.

Section 54 of the act’s requirements apply to organisations with a turnover of £36 million or more, including turnover of subsidiaries. However, organisations such as Property Cleaning Services, who make less than the threshold, are still able to publish a modern slavery statement.

As of earlier this year, the Home Office set up a statement registry for organisations to publish their modern slavery statements. Property Cleaning Services hereby confirms it has published its modern slavery statement with the Home Office's registry in addition to its publicly available copy from our website.

Organisation and structure

Property Cleaning Services (PCS) are a Swansea based firm of commercial cleaning specialists that provide a wide range of commercial contract cleaning, facilities management & sanitising services along the South Wales M4 Corridor. We are a licensed waste carrier in Wales, Safe Contractor approved, IPAF / PASMA certified & SMAS accredited. Please see our website at https://www.propertycleaningservices.co.uk/

Policies in relation to slavery and human trafficking

Our companies **Code of Conduct on Anti-Slavery and Human Trafficking Prevention** sets out our commitment to the prevention of modern slavery in our business and supply chains. Our operatives are aware of the companies Whistleblowing Policy to encourage and protect those who come forward. There were no reports relating to modern slavery or human trafficking during FY 2022.

Our **Supplier Code of Conduct** incorporates prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. The Supplier Code of Conduct applies to all suppliers and partners who supply products or services to Property Cleaning Services.

Risk management and due diligence

We assess, monitor and mitigate risks relating to slavery and human trafficking at a company wide basis, with individual divisions and operating companies taking specific actions where appropriate to the level of risk. In addition to the policies summarised above, our **Modern Slavery Working Group** meets regularly to review the steps being taken by the company to detect and remedy modern slavery within our own organisation and our supply chain.

We undertook a review of modern slavery risks within the company towards the end of FY 2020. While no significant risks were identified, the assessment highlighted two areas for improvement – more regular employee training and raising awareness of the companies policies and procedures relating to modern slavery. The “Employee training and policy awareness” section sets out further details of how these have continued to be addressed in FY 2022.

Supply chain

We have supplier due diligence processes in place to help identify and address potential risks of modern slavery. These processes are supported by our company procurement policy. We continue to screen strategic suppliers to assess the level of associated social risk, conduct audits and follow up issues identified where necessary. In addition to current practices, we have introduced a new toolset to enhance this capability and during the next year will be expanding assurance across our wider supplier chain on a risk impact basis.

Where cases, or allegations, of forced labour are identified within our supply chain, we investigate any concern thoroughly. There have been no such cases or allegations in FY 2022. Our standard contracting terms continue to incorporate specific obligations on our suppliers to comply with applicable anti-slavery and human trafficking laws, including the Act. Our terms also reference our Supplier Code of Conduct which reiterates these principles. No breaches of our Supplier Code of Conduct relating to modern slavery were identified in FY 2022.

Employee protection

We pay a fair wage reflecting local market demands and conditions. Within PCS, employees or sub-contractors working directly, are remunerated above the national minimum wage.

Employee training & policy awareness

Raising colleagues' awareness of trafficking and modern slavery is key to identifying and helping to prevent modern slavery and human trafficking. In FY 2022, all company employees were required to complete a mandatory, dedicated online training module and to read and attest to the companies Modern Slavery Code of Conduct. They are required to repeat both actions annually.

These mandatory requirements have continued to be implemented across the company during the course of the year, with completion expected by the end of the calendar year 2022. Where implementation is complete, rates of compliance with the mandatory training and attestation requirements are reported to the Management's new Responsible Business Committee.

Management approval

The Property Cleaning Services management recognises the importance of the provisions of the Modern Slavery Act 2015 and the Directors aim to ensure that slavery and human trafficking have no part in the company's operations and supply chain. The company has always been vigilant about the welfare of our colleagues, customers, suppliers and other stakeholders and aims to be transparent in its practices. The Management welcomes the opportunity to state its firm commitment to a zero-tolerance approach to modern slavery and human trafficking.

This statement has been approved by the Director of Property Cleaning Services for the financial year ended 31 March 2022.



James Taylor
Director
Trident Consultancy & Assest Management Ltd
T/A PROPERTY CLEANING SERVICES
1st March 2022