



Chequers Contract Services Ltd commits to developing and adopting a proactive approach to tackling hidden labour exploitation. This statement reflects our commitment to act ethically, with integrity and to comply with the principles of the Modern Slavery Act 2015.

Hidden labour exploitation is exploitation of job applicants and workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators with victims, if they perceive of themselves as such, reluctant to come forward.

Our structure and purpose

Creating collaborative relationships to ensure a basis for innovation and growth, while also raising awareness of issues that impact on our lives and those within the community.

Chequers Contract Services is a family-run, multi award-winning cleaning, ground, building maintenance and furniture business. The business provides the following services, cleaning, window cleaning, arboriculture, horticultural, electrical and building maintenance and commercial furniture to the social housing, educational, commercial and private housing sectors across London the South East and Kent.

Responsibility

It is the Chequers Board responsibility to ensure this policy is communicated and embedded with specific responsibility of Rosaleen Liard, Chief Executive Officer, to ensure the policy is measured for its effectiveness and audit summary inclusive of appropriate evidence is made available to the board including but not limited to Chequers board discussions.

Our supply chains

It is Chequers responsibility to ensure transparency of all goods and services. Our procurement activities take place in England and our contractors and suppliers are predominantly UK and EU based. We expect our suppliers to share our values on modern

slavery and also carry out their own due diligence on their own supply chains to limit the risk of modern slavery taking place. Imported products from sources outside the UK and EU are potentially more at risk for slavery / human trafficking issues, therefore we will require further due diligence should we procure outside the UK and EU. We will not knowingly support or deal with any business involved in slavery and or human trafficking.

Our policies on slavery and human trafficking

Chequers are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our modern slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to ensure as best as we can that slavery and human trafficking are not taking place anywhere in our supply chains. Chequers has a zero tolerance to any threat of physical or sexual violence, harassment or intimidation against employees and their family, or close associates.

We also have the following policies in place:

- Equal Opportunities Policy
- Harassment Policy
- Dignity at Work Policy
- Anti-Bribery statement
- Whistle blowing policy which provides protection for staff if they raise concerns about issues such as modern slavery.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have agreed management responsibility for this statement and it has also been approved by the Chequers Board.

Our policies and guidance will be clearly defined and communicated. Employees will not suffer any detriment to their salary or benefits unless it falls under our terms and conditions of employment. All employees are treated fairly and equally. They are paid at least national minimum wage up to but not limited to London Living wage. Salary payment will be made directly to employees and not delayed. This will be evidenced by monthly salary information being made available by employee.

As part of Chequers recruitment and selection and communication strategy, Chequers will commit to the following; these agreed actions will form part of the KPI's identified and be reviewed at each Chequers board meeting:

- Ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members.
- Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmasters Licensing Authority and police – by using our badge scan app, CM can carry out ID checks linked to HO systems to ensure the person on site is the person approved to work and have not been replaced with either illegal working or person ‘forced’ to carry out the works. This will be recorded on QC reports.
- Provide information on tackling “Hidden Labour Exploitation” to our workforce through a variety of formats such as workplace posters, worker leaflets, induction, and training.
- Accept that job finding fees are a business cost, and will not allow these to be paid by job applicants. The Company will not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee.
- Designate appropriate managers (inclusive of board members) to attend “Tackling Hidden Labour Exploitation” training and to have responsibility for developing and operating company procedures relevant to this issue
- Design appropriate reports using our bespoke CRM system – Clean Flow to ensure we are monitoring employee addresses, bank details, mobile phone numbers and emergency contact details for the sole purpose of monitoring within the context of our modern slavery policy.

Supplier adherence to our values and ethics

We have a zero tolerance approach to slavery and human trafficking. Chequers Contract Services abide by the principles of the Modern Slavery Act 2015 and commit to ensuring that modern slavery is not taking place in their own supply chains. We also propose to incorporate new contractual clauses with our suppliers which will ensure that they comply with the Modern Slavery Act 2015 and will also allow us to terminate the contract if there is a modern slavery or human trafficking breach by a supplier.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Chequers will provide training to those involved in recruitment, Client Services and Contract Managers during 2017.