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## Modern Slavery and Human Trafficking Annual Statement 2019

### Introduction

We know that slavery, servitude, forced, bonded and compulsory labour and human trafficking “Modern Slavery” affects both adults and children across the globe and is a growing issue with globalisation and increased migration. It remains a hidden abuse and no industry sector, no matter how small or specialist is immune to Modern Slavery. Litter Boss has a zero tolerance stance to Modern Slavery and Human Trafficking within our own business and that of our third parties, including and not limited to our suppliers. We are committed to ensuring a working environment where people’s fundamental rights and freedom is respected and embraced.

### Our business and supply chain

Established in 1986, Litter Boss is a “can do” entrepreneurial business founded on the core principles of quality and delivering an outstanding service to our customers.

With revenues in excess of £140m across the group, we provide comprehensive, multi-disciplined and integrated services to support our customers with all their external property needs. With over 500 customers across 1000’s of sites, we work to deliver excellence for all of our customers.

Our supply chain is predominantly national and our procurement activity is predominantly centralised, with the department primarily sourcing materials and equipment principally related to the provision of services to our customers.

### Our policies and contractual controls relating to Modern Slavery and Human Trafficking

Litter Boss internal policies include our equality, diversity and dignity at work policy, our honesty and ethical behaviour policy, and supplier code of conduct. These policies interlink and clearly state that we will not tolerate or condone any abuse of people’s human rights within any part of our business, including and not limited to modern slavery and human trafficking. Suppliers found to be in breach of the supplier code of conduct will be terminated.

We also have a robust whistleblowing policy which has been extended to explicitly state modern slavery and human trafficking; this is available to all of our employees and accessible on our Company intranet. Any report will be referred immediately to Human Resources, be fully investigated with appropriate corrective action taken.

### Our due diligence processes, assessment of the risks and steps we have taken to prevent Modern Slavery and Human Trafficking in our business and supply chain

## EXTERIOR CLEANING & ESTATE MAINTENANCE NATIONWIDE

An annual risk assessment was completed in January 2019 and we identified that the risk of modern slavery and human trafficking within our business remains low, with over 90% of our employees being British nationals and our suppliers being predominately local or national. We have included modern slavery and human trafficking in our standard contract terms used for new contracts with preferred suppliers.

The prevention of modern slavery and human trafficking is given due attention during the due diligence process applied to our new suppliers and a key consideration with our ongoing evaluation of our existing suppliers. We have built long standing relationships with many of our suppliers and have communicated clearly our expectations of business behaviour through our annual calendar of communication activities.

Our employees' dignity, fair treatment, health, safety and wellbeing are of the utmost importance; during the annual review process employees' contribution to our culture and demonstration of our values "We act with integrity and honour our commitments" and "We value each other" is assessed, recognised and enhancement plans determined.

Robust Right to Work checks are completed with all potential new employees, prior to commencement and supported with an annual program of Right to Work audits, completed with any persons that represent Ground Control including and not limited to all employees.

Recognising that our employees need to have the opportunity to report any concerns which they may have regarding any aspect of their working life or work practices, at any time, we have invested into providing all employees with access to a confidential 24 hour support and advice line.

### Modern Slavery and Human Trafficking training

Litter Boss is dedicated to ensuring that all employees are educated, understand and take seriously their personal responsibility for zero tolerance of modern slavery and human trafficking.

We are in the process of identifying an in-depth Modern Slavery and Human Trafficking Training for our Executive, Senior Leadership, Human Resources, Procurement and Quality Health and Safety Teams. Post this we will be implementing a mandatory e learning for all employees. To further enhance the education of our People we intend to roll out a 'Tool Box talk' to our Field Teams to raise their awareness of how Modern Slavery and Human Trafficking manifests itself to enable them to identify this within the working practices of businesses whom they may work alongside, raising awareness of how to report this to Modern Slavery Helpline.

### Our effectiveness in preventing Modern Slavery and Human Trafficking

We understand that Modern Slavery and Human Trafficking risks will not remain static and we will continue to complete an annual audit of and mitigate any risk that may be identified.

In order for Litter Boss to assess the effectiveness of measures taken, key performance indicators have been set and will be reported on in any future Modern Slavery and Human Trafficking Annual Statement.

#### Key Performance Indicators

- Employee training completion
- Supply chain verification
- Reports of Modern Slavery and Human Trafficking breaches, investigations undertaken and remedial actions

taken.

This statement was approved by the Board of Ground Control Limited and has been published on the home page of our website.

Signed

A handwritten signature in black ink, appearing to read "S. Morrish".

**Simon Morrish**

**Director of Litter Boss**

**06 February 2019**

This statement has been published in accordance with the Modern Slavery Act 2015. It explains steps that Ground Control Limited has taken during the year, to prevent modern slavery and human trafficking in its business and supply chain.