

Modern Slavery and Human Trafficking Policy Statement

Version: February 2025

Approved by: Iain Fraser-Jones, Managing Director

Review Date: February 2026

1. Introduction

Greenzest Limited (“Greenzest”) is committed to conducting business ethically and responsibly.

We recognise our duty under the Modern Slavery Act 2015 to take all reasonable steps to ensure that slavery and human trafficking are not taking place within our business or our supply chains.

Modern slavery includes slavery, servitude, forced or compulsory labour, and human trafficking — all of which are severe violations of fundamental human rights protected under the Human Rights Act 1998.

This policy outlines Greenzest’s actions to identify, prevent, and mitigate any risk of modern slavery across our operations and supply chain.

2. Our Business

Greenzest is a leading provider of cleaning, hygiene, and soft facilities management services across London and the South of England.

Principal services include: daily and specialist cleaning, carpet and hard floor maintenance, and managed subcontracted services such as pest control, washroom, waste management, and window cleaning.

Our turnover is approximately 95% directly employed services and 5% subcontracted services. We currently operate solely within the United Kingdom.

3. Our Commitment

Greenzest is absolutely committed to:

- Preventing slavery and human trafficking in all areas of our operations
- Working only with suppliers and partners who share our zero-tolerance approach
- Promoting awareness and providing training to help employees recognise and report potential risks

4. Governance and Responsibilities

Managing Director: Responsible for policy implementation, annual review, and investigations.

Senior Management Team: Ensures compliance and awareness across departments.

HR Manager: Oversees recruitment and provides confidential reporting channels.

5. Identifying and Managing Risk

Risk assessment includes supplier evaluation, ongoing monitoring, employee safeguard checks, and whistleblowing protections.

Currently, Greenzest has identified no high-risk activities within its operations.

6. Due Diligence and Supplier Standards

All new and existing suppliers are subject to due diligence as part of our ISO 9001:2015-accredited Quality and Environmental Management System.

Supplier verification includes questionnaires, approval by the Managing Director, and periodic audits. Suppliers failing to meet standards may face corrective action or contract termination.

7. Policies Supporting This Statement

- Whistleblowing Policy
- Employee Code of Conduct
- Supplier Code of Conduct

8. Training and Awareness

Modern slavery awareness forms part of Greenzest's Induction and Management Training Programme, covering risk identification, reporting procedures, and available support.

Annual refresher training is mandatory for all senior and operational managers.

9. Continuous Improvement

Greenzest reviews its modern slavery controls annually or when significant changes occur, committing to enhanced supplier engagement, improved audit reporting, and participation in ethical trade initiatives.

10. Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Greenzest Limited's Modern Slavery and Human Trafficking Statement for the financial year ending 31 December 2025.

Signed:

Iain Fraser-Jones

Managing Director

Greenzest Limited

Date: 5 February 2025