



Anti-Slavery and Human Trafficking Statement

Introduction Neika Cleaning Services is committed to ensuring that modern slavery and human trafficking have no place in our business operations or supply chains. We uphold the highest ethical standards and are dedicated to taking all necessary steps to prevent and combat any form of forced labour, servitude, or exploitation.

Our Commitment We recognize our responsibility in preventing modern slavery and human trafficking and are committed to implementing policies and procedures that safeguard against these crimes. Neika Cleaning Services operates with integrity and transparency, ensuring compliance with relevant legislation, including the **Modern Slavery Act 2015**.

Policies and Procedures To reinforce our commitment, we have established the following measures:

- **Employment Practices:** We ensure fair recruitment and employment practices, conducting rigorous background checks and verifying the right to work for all employees.
- **Supplier Due Diligence:** We assess and monitor our suppliers and contractors to ensure they adhere to ethical labour practices.
- **Employee Awareness and Training:** We provide training to employees and management on identifying and addressing risks associated with modern slavery and human trafficking.
- **Whistleblowing Policy:** We maintain a confidential reporting mechanism for employees, suppliers, and stakeholders to report any concerns related to unethical labour practices.
- **Compliance Monitoring:** We regularly review our processes and policies to strengthen our approach to preventing modern slavery.

Our Supply Chain Neika Cleaning Services works with suppliers and partners who share our values in promoting ethical labour practices. We conduct periodic audits and assessments to ensure compliance with our anti-slavery policies. Any supplier found in violation of our standards will face immediate corrective action, including potential termination of the business relationship.

Reporting Concerns We encourage all employees, suppliers, and business partners to report any suspected cases of modern slavery or human trafficking. Reports can be made confidentially through our designated channels, and all concerns will be investigated promptly and thoroughly.

Review and Accountability This statement will be reviewed annually to ensure its effectiveness and relevance. Neika Cleaning Services remains committed to continuous improvement in eradicating slavery and human trafficking from our business and supply chain.

Approval This statement has been approved by the senior management team of Neika Cleaning Services and is publicly available on our website.

Neil Tindall

Director
Neika Cleaning Services
March 2025