



MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

Introduction

These guidelines outline the Modern Slavery & Human Trafficking Trade policy that applies to all staff employed by Pacific Support Services.

We are a friendly and professional business offering a wide range of cleaning services predominantly for businesses and the educational sector. All our services are based in the UK. We offer cost-effective rates for our services, and we work closely with each of our customers to understand their needs and provide a tailored solution to suit each individual job.

Pacific Support Services is committed to the highest level of ethical standards and sound governance arrangements and sets high standards of impartiality, integrity, and objectivity in relation to the supervision of the management of its activities.

We adopt zero tolerance to modern slavery and human trafficking and all forms of corruption and bribery directly and indirectly associated with these criminal acts.

We fully support the government's objectives to eradicate modern slavery and human trafficking.

Our annual statement provides information to supplement this policy, including details of all our activities and supply chains as well as the actions we take to support government. We call upon all organisations we engage with to influence their global supply chains by improving transparency and accountability; and together we can help the government eradicate the injustice and brutality of modern slavery and human trafficking.

Slavery And Human Trafficking Statement

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of one person's liberty by another in order to exploit them for personal or commercial gain.

Pacific Support Services has a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities ensuring there is transparency in our own business and in our approach to tackling modern slavery, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We also take appropriate action to ensure that all our employees understand our policy of eliminating forced labour, child labour and human trafficking and aim to ensure that our suppliers apply this standard within their operations and their own supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Pacific Support Services is taking with a view to ensuring that slavery and human trafficking is not taking place in our supply chain or in any part of our business. This statement is for the financial year ending 31 March 2022.

Steps Taken

Management responsibility and general awareness responsibility for the preparation and publication of this policy resides with our Managing Director, Richard Pallett.

Pacific Support Services has raised awareness of this published statement and the Modern Slavery Act by notifying all members of staff, organisations we work with and other companies which we regularly engage with.

All our staff are encouraged to raise issues of concern in relation to modern slavery and we have a reporting mechanism in place.

Risk Assessment

All Risk Assessments and Method Statements carried out by Pacific Support Services are site specific and provided alongside all relevant COSHH Assessments and our Company's Health and Safety Policy.

We have recently completed a review of the Modern Slave Policy and our Statement to determine if we have been following the best practices against modern slavery.

We have undertaken risk assessments using our professional legal, risk, procurement, and compliance team to determine our risk exposure. We have also reconfirmed that our primary risk is an association with a framework participant or company with an ambiguous or non-compliant supply chain.

Our supply chains and Supplier adherence to our values

The relationship with all our suppliers has been established over many years and is built upon mutually beneficial factors, where we have close and personal links and contact with the owners or directors, typically reflecting the fact that we partner with small, medium and large sized operations in the main and we always make sure that their policies are aligned with Pacific Support Services policies and procedures.

As and when we have new contractors or suppliers come on-board, we pre-qualify any new firm through a series of diligence, relating to company performance, HS&E compliance, and references from other customers to establish that they are suitable.

To date we haven't been made aware of any human trafficking/slavery activities within the supply chain but if any were highlighted to us then we would act immediately in accordance with our legal and moral obligations.

Our policies on slavery and human trafficking

We 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 Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We worked with consultants to complete a third-party risk assessment to establish direct and indirect social risks, including modern slavery risks both in our business and in our suppliers to allow us to focus our attention and resources on the areas of greatest exposure to risk.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers
- Request our suppliers to share their policies on corporate responsibility to ensure their policies are compatible with those of Pacific Support Services, including no forced labour within their operations or within their own supply chains.

Training

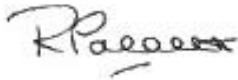
We have zero tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Modern Slavery Policy is available in our Employee Handbook.

All our staff including managers and sales executives, are required to comply with our policies regarding corporate responsibility and compliance is monitored by our HR department.

Looking ahead

Pacific Support Services will continue to ensure that our Corporate Responsibility policies, including our requirements relating to social risks, are communicated and enforced adequately in our supply chain through communications with our suppliers and by expansion of our audit programme.

Signed,



Mr Richard Pallett MBICSc
Managing Director

Reviewed: November 2025
Review Due: November 2026