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Toolbox Talk Modern Slavery & Human Trafficking in the Workplace

Reason:

To increase employee awareness of their duties under the Modern Slavery Act 2015

Why:

The Company is committed to awareness of Modern Slavery in the workplace and this can only be achieved by every member of staff participating in that commitment. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Commitment to the Modern Slavery Act 2015:

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Q. What examples can you give of Modern Slavery

Q. What do you think you should do if you witness an example of Modern Slavery?

What is the Company's position in relation to Modern Slavery

The company is committed to being an equal opportunities employer and to meeting its obligations under the Modern Slavery Act 2015.

The Modern Slavery Policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

The MD has overall responsibility for ensuring the policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The MD has primary and day-to-day responsibility for implementing the policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of the policy.

You must notify your manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager or report it in accordance with our Whistle-blowing Policy as soon as possible

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Q. Do you have any questions?

Declaration

I can confirm that I have attended the above toolbox talk, that I have or will read the company Modern Slavery Policy and that I will ensure that I comply with the requirements of the policy and assist the company to prevent or eradicate discriminatory behaviour.

