

abm catering limited is committed to preventing slavery and human trafficking in our corporate activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking.

Modern slavery is an unquestionable and indefensible violation of an individual's basic human rights and this statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that abm catering limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. abm catering limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. The Company also carries out regular audits of its right to work.
- Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reproach.

Agency workers

We have zero tolerance in relation to all our employees regarding slavery and human trafficking which also applies to our dealings with staff agency companies.

abm catering ltd has strict policies and procedures to support against modern slavery and human trafficking and these also applies to our agency workers.

Training

abm catering limited recognizes modern slavery is a crime and can take many forms. We remain committed to improving our practices to combat slavery and human trafficking. Our policy is communicated to all staff on our internet and via the handbook. We encourage our employees to report any activity they believe is unlawful and/or in breach of our policies. Employees also have the opportunity to inform the business of any concerns relating to potential risks or failures of our suppliers.

Our suppliers

abm catering limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy. In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- They pay their employees at least the national minimum wage / national living wage
- We may terminate the contract at any time should any instances of modern slavery come to light

Our performance indicators

We have systems in place to:

- Identify and assess potential risk areas in our supply chain
- Mitigate the risk of slavery and human trafficking in our supply chains
- Confidential whistleblowing policy for all employees and agency workers
- Monitor potential risk areas in our supply chain

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified

A handwritten signature in blue ink that reads "S. Johnson". The signature is written in a cursive style with a horizontal line underneath the name.

Susan Johnson

Managing Director
abm catering limited
October 2024