

Modern Slavery Statement

Organization

This statement applies to Sykes Cleaning Group Ltd. (referred to in this statement as 'the Organization'). The information included in the statement refers to the financial year 2024/2025.

Organizational structure

The Organization comprises of one main office located in Nutley, East Sussex, UK, and operates throughout the United Kingdom inside client premises. Our main locations of operations are in the South East, London and West Midlands.

The Organization is controlled by a sole Director Mr. Graham Sykes

The main activity carried out by the Organization is the provision of cleaning services to commercial properties of different natures, ranging from offices to medical practices, alongside domestic cleaning for end of tenancies and void cleaning projects. Demand for our services is consistently high throughout the year and is therefore not seasonal.

The labour supplied to the Organization in pursuance of its operation is carried out in the United Kingdom, with different locations in most regions of the South East, London and Midlands.

Definitions

The Organization considers that modern slavery encompasses:

- Human trafficking;**
- Forced work, through mental or physical threat;**
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;**
- Being dehumanized, treated as a commodity or being bought or sold as property;**
- Being physically constrained or to have restrictions placed on freedom of movement.**

Commitment

The Organization acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organization understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organization does not enter into business with any other organization, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organization in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organization strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom, and in many cases exceeds those minimums in relation to its employees.

Supply chains

In order to fulfil its activities, the Organization's main supply chains include those related to the provision of cleaning products and equipment. We understand that the Organization first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

The Organization considers its main exposure to the risk of slavery and human trafficking to exist within the use of self-employed cleaners, sometimes associated with third party cleaning companies.

The highest risk of exposure to modern slavery is through our suppliers and subcontractors. Although Sykes Cleaning Group is aware of modern slavery indicators and has preventions in place to avoid this happening within our company, there is a risk that modern slavery and potential abuse is occurring inside third-party organizations.

In general, the Organization considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organization that supplies goods and/or services to it.

Steps

The Organization carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organization, including identity and visa checks.

The Organization has not, to its knowledge, conducted any business with another organization which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organization has taken the following steps to ensure that modern slavery is not taking place:

- reviewing your client contracts to include termination powers in the event that the client is, or is suspected, to be involved in modern slavery;
- undertaking impact assessments of its services upon potential instances of slavery;
- creating action plans to address risk to modern slavery;
- any actions taken to embed a zero tolerance policy towards modern slavery;
- regularly carrying out site visits and in person training with cleaners
- We keep an open communication line to all our employees, subcontractors and clients, including a 24/7 support line.

Key performance indicators

The Organization has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organization or its supply chains.

KPI	Description	Measurement YE 2024	Projection YE 2025
Communication and support	Open communication with all cleaners on regular basis, provision of support lines and multiple communication means with trained HR staff	100%	100%
ID Verification	Ensuring all employees and	100%	100%

	subcontractors have valid identification and home addresses		
Training	Office staff and on site training partners to have Modern Slavery training	50%	100%
Number of modern slavery incidents identified within our operations or supply chain	Any incidents or reports identified inside the Organization of individuals in a situation of modern slavery	0	0

Training

The Organization provides the following training to staff to effectively implement its stance on modern slavery.

Sykes Cleaning Group's team members have completed a Modern slavery e-learning training course, supplied by BrightHR. BrightHr have over 70 courses that cover essential topics for businesses, employees and general education around a working environment. These are accessible by all our staff.

This course has been appraised by The CPD Certification Service, who provide independent CPD accreditation compatible with international requirements. The CPD symbols are recognized in over 100+ countries and offer professional bodies, institutional associations, educational providers and consumers reassurance that the learning achieves the qualitative standard required by all parties.

All our policies and statements are made widely available to our employees and subcontractors.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date: 02-01-2025 | 14:22 GMT

Signed:  Signed by:
Graham Sykes
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Review date: January 2026