

INTEXCLEAN

CLEANING SPECIALIST SERVICES

ETHICAL TRADING POLICY

Document	Ethical Trading Policy
Policy reference	POL-ET-001
Version	1.0
Effective date	17 August 2026
Review	At least annually and following material legal or operational change
Approved by	Intexclean Management

Professional Cleaning. Specialist Expertise. Dependable Results.

1. Purpose and Commitment

Intexclean aims to conduct business responsibly, lawfully and with integrity. We recognise that our decisions can affect employees, workers, clients, suppliers, subcontractors, communities and the environment.

2. Ethical Employment

- Employment must be freely chosen. Forced, bonded, trafficked or involuntary labour is prohibited.
- Intexclean will not require workers to surrender identity documents or pay improper recruitment deposits as a condition of work.
- Workers will receive clear information about their terms and conditions and will be paid in accordance with applicable legal requirements.
- Working hours, rest and leave will be managed in accordance with applicable law and contractual arrangements.
- Child labour and unlawful employment of young persons are prohibited.

3. Safe and Respectful Work

- Intexclean will take reasonably practicable steps to provide safe and healthy working conditions and appropriate information, instruction, training and supervision.
- Discrimination, harassment, bullying, intimidation, physical abuse and other inhumane treatment are not tolerated.
- Workers should have access to appropriate welfare facilities when working on Intexclean-controlled sites or as otherwise required by site arrangements.

4. Business Integrity

- Bribery, corruption, fraud, theft, falsification of records and improper inducements are prohibited.
- Conflicts of interest should be disclosed where they could influence, or appear to influence, business decisions.
- Confidential client, supplier and company information must be protected.
- Marketing, quotations, invoices and service records should be accurate and not misleading.

5. Suppliers and Subcontractors

Intexclean expects suppliers, subcontractors and labour providers to comply with applicable law and to uphold appropriate standards relating to labour, safety, equality, modern slavery, business integrity and environmental responsibility. Risk-based checks may be carried out before or during a business relationship.

6. Environmental Responsibility

Intexclean will seek to reduce unnecessary waste, use cleaning chemicals responsibly, follow site and legal requirements for waste handling, and consider efficient use of water, energy, materials and transport where reasonably practicable.

7. Speaking Up

Employees and workers are encouraged to raise suspected unethical, unlawful or unsafe conduct with management. Genuine concerns raised in good faith will be considered seriously and retaliation is not acceptable.

Policy owner: Intexclean Management

Policy enquiries: info@intexclean.co.uk | Office: 0161 710 5901 | Mobile: 07871 254856

This policy is intended as an internal company policy and website document. It should be reviewed alongside current UK legislation and official guidance as the business grows or its processing, workforce or supply-chain arrangements change.