

INTEXCLEAN

CLEANING SPECIALIST SERVICES

MODERN SLAVERY & HUMAN TRAFFICKING POLICY

Document	Modern Slavery & Human Trafficking Policy
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Effective date	17 August 2026
Review	At least annually and following material legal or operational change
Approved by	Intexclean Management

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1. Policy Statement

Intexclean has zero tolerance for modern slavery and human trafficking in its operations and supply chains. This includes slavery, servitude, forced or compulsory labour, trafficking, debt bondage and other forms of exploitation.

2. Scope

This policy applies to Intexclean employees, workers, agency personnel, subcontractors, suppliers and other business partners. We expect those who work with us to comply with applicable law and to take reasonable steps to prevent exploitation.

3. Our Approach

- Employment and engagement must be freely chosen and workers must be free to leave in accordance with lawful notice requirements.
- Identity documents must not be retained as a means of controlling a worker.
- Recruitment fees, deposits or deductions that create coercion or debt bondage are not acceptable.
- Workers should receive clear information about pay, working hours and the nature of their work.
- Intexclean will consider modern-slavery risk when selecting and reviewing suppliers, labour providers and subcontractors.

4. Due Diligence and Supply Chain

Where risk warrants it, Intexclean may seek information or assurances from suppliers and labour providers about recruitment practices, right-to-work procedures, worker treatment, subcontracting and modern-slavery controls. Concerns may lead to further investigation, corrective action, suspension or termination of the relationship.

5. Warning Signs

- Workers appearing to be controlled by another person or unable to speak freely.
- Withholding of identity documents, bank cards or wages.
- Unexplained recruitment debts, excessive deductions or threats.
- Workers living or travelling in circumstances that indicate coercion or control.
- Signs of intimidation, physical abuse, restriction of movement or unusually excessive working hours.

6. Reporting Concerns

Employees and workers must report suspected modern slavery or trafficking to Intexclean management as soon as possible. Where there is an immediate risk to life or safety, emergency services should be contacted. Intexclean will consider whether concerns should also be referred to the appropriate authorities or specialist organisations.

7. Responsibility and Training

Management is responsible for implementing this policy. Relevant employees, particularly those involved in recruitment, procurement, supervision and subcontracting, should be made aware of modern-slavery risks and the company's reporting expectations.

8. Transparency Statement

The Modern Slavery Act 2015 includes a statutory annual transparency statement requirement for certain larger commercial organisations. Whether or not Intexclean is legally required to publish such a statement at a particular time, this policy records the company's commitment to preventing modern slavery and maintaining proportionate controls.

Policy owner: Intexclean Management

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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.