



Modern Slavery and Human Trafficking Policy

Ethical operations. Responsible supply chains.
A clear commitment to protecting human rights.

DOCUMENT INFORMATION

Archway Facilities Ltd | archwayfacilities.co.uk

archwayfacilities.co.uk/modern-slavery-policy/

1 Introduction

Archway Facilities is committed to upholding the highest ethical standards and human rights principles across all aspects of our operations.

This policy outlines our commitment to preventing modern slavery and human trafficking within our organisation and supply chains.

We are dedicated to conducting business ethically, responsibly, and with integrity, ensuring that all activities are free from exploitation, forced labour, or any form of human rights abuse.

2 Policy Statement

Archway Facilities has zero tolerance for modern slavery and human trafficking in any form.

We are committed to:

- Preventing modern slavery and human trafficking within our organisation and supply chains
- Identifying, assessing, and mitigating risks related to modern slavery
- Ensuring suppliers and business partners uphold ethical and responsible business practices
- Complying with all relevant legislation, including the Modern Slavery Act 2015

3 Scope

This policy applies to:

- All employees of Archway Facilities
- Contractors and temporary staff
- Suppliers and subcontractors
- Business partners and associated third parties

This applies regardless of location or the nature of the business relationship.

4 Responsibilities

Senior Management

- Lead and support the implementation of this policy
- Allocate sufficient resources to address modern slavery risks
- Regularly review and update this policy
- Ensure accountability regarding modern slavery and human trafficking

Employees

- Understand and comply with this policy
- Report any concerns regarding modern slavery or human trafficking
- Cooperate with internal investigations and compliance reviews

Suppliers and Contractors

- Adhere to the principles outlined in this policy
- Implement measures to prevent modern slavery in their operations
- Cooperate with Archway Facilities' due diligence processes

5 Risk Assessment and Due Diligence

Archway Facilities conducts ongoing risk assessments to identify and evaluate potential risks of modern slavery within our operations and supply chains.

These assessments consider:

- Geographical location: Countries with higher risks of modern slavery
- Industry sector: Sectors more vulnerable to exploitation
- Supplier relationships: Complexity of supply chains and supplier practices

Based on these assessments, we implement due diligence measures including:

- Supplier questionnaires
- Site visits and operational audits
- Third-party compliance assessments
- Monitoring public records and media reports

6 Training and Awareness

Archway Facilities provides training programmes to ensure employees understand:

- The risks and indicators of modern slavery and human trafficking
- Their responsibilities under this policy
- How to identify warning signs
- How and where to report concerns

7 Reporting Mechanisms

Archway Facilities encourages the reporting of any concerns related to modern slavery.

- Whistleblowing hotline: Confidential and anonymous reporting
- Direct reporting: Employees may report concerns to supervisors
- Employee surveys: Anonymous feedback on potential risks

All reports are investigated promptly and confidentially.

8 Communication

This policy will be:

- Communicated to all employees, suppliers, and contractors
- Published on the Archway Facilities website
- Included in supplier contracts and agreements

9 Performance Monitoring and Improvement

Archway Facilities regularly reviews the effectiveness of this policy by:

- Monitoring key performance indicators related to modern slavery risks
- Reviewing due diligence processes
- Continuously improving our approach based on best practices

10 Commitment

Archway Facilities is committed to continuously strengthening our efforts to combat modern slavery and human trafficking. We work collaboratively with suppliers, partners, and stakeholders to promote ethical business practices and protect human rights across our operations and supply chains.