



## **Modern Slavery Act 2015 Policy**

### **Policy Statement**

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Crazy Ladies Cleaning Ltd has a zero-tolerance approach to modern slavery and we are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, managers, agency workers, volunteers, contractors, suppliers or any other people or bodies associated with the business.

### **Responsibility for the Policy**

The Director has overall responsibility for ensuring this policy complies with our legal obligations, and that all those under our control comply with it. The Director will ensure that this policy is maintained across all operational areas of the company in accordance with evolving regulatory requirements and to ensure that any breaches or concerns are addressed.

The Director has primary and day-to-day responsibility in relation to our supply chain for implementing this policy and monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

The Director has primary and day-to-day responsibility in relation to those directly employed by us for implementing this policy and monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

### **Compliance with the Policy**

All persons working for Crazy Ladies Cleaning Ltd must ensure that they read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. All persons working for Crazy Ladies Cleaning Ltd are required to avoid any activity that might lead to, or suggest, a breach of this policy. All persons working for Crazy Ladies Cleaning Ltd are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier at the earliest possible stage, reporting is carried out in line with the Whistle Blowers Protection Act, 2011.

### **Communication and Awareness of this Policy**

This policy will be communicated to all Crazy Ladies Cleaning Ltd employees. Crazy Ladies Cleaning Ltd employees are required to communicate our zero-tolerance approach to modern slavery to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforce our approach as appropriate thereafter.

## **Due Diligence**

To give effect to our zero-tolerance approach, we have systems in place to ensure that all employees and those in our supply chain implement our policy. The Director will keep these under review.

## **Supplier Adherence**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we require that our zero-tolerance approach is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and that it is reinforced as appropriate thereafter. We may cease to engage with individuals and organisations working on our behalf if they do not comply with our approach.

## **Further Steps**

We are currently reviewing our internal processes to understand what further steps can be taken to ensure that our obligations under the Act are met and that our Anti-Slavery Policy is effectively implemented and complied with, to ensure that there is no slavery or human trafficking in any part of our business. Some of the specific measures we are considering include:

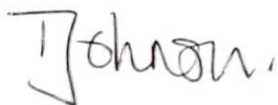
- Regular Review existing policies and procedures to ensure that our staff know how to and are resourced to prevent or identify exploitation.
- Developing training for those involved in recruiting and supply chain management to raise awareness of slavery and human trafficking and its implications and so that they can identify risk factors and report potential for non-compliance; and
- Reviewing our procurement processes to consider what, if any, adjustments might be made to further reduce the level of risk of slavery and human trafficking in our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement.

## **Breaches of this Policy**

Any breach of this policy will generally be treated as gross misconduct and may result in disciplinary actions.

We may terminate our relationship, or report any individuals or organisations working on our behalf if they do not comply with this policy.



**Tracey Johnson | Director**

Date: 1<sup>st</sup> January 2025