



Modern Slavery and Human Trafficking Statement

Enviro Group is committed to acting ethically, with integrity and transparency in all business dealings. We have a zero-tolerance approach to modern slavery, forced labour, servitude and human trafficking in any form.

We are committed to preventing modern slavery within our business and, so far as reasonably possible, within our supply chain. This includes the services we provide, our recruitment practices, the use of subcontractors, agency labour, suppliers and other business partners.

Enviro Group expects all employees, managers, subcontractors, suppliers and anyone working on our behalf to comply with the law and to uphold fair, lawful and respectful working practices.

We are committed to:

- treating all workers fairly and with dignity
- carrying out right to work and identity checks
- using lawful recruitment and employment practices
- monitoring the use of agency workers and subcontract labour where appropriate
- working with suppliers and subcontractors who share our commitment to ethical standards
- raising awareness of modern slavery risks within the business
- encouraging the reporting of concerns without fear of retaliation

We will not knowingly work with any individual or organisation involved in slavery, servitude, forced or compulsory labour, or human trafficking.

Anyone working for or on behalf of Enviro Group who becomes aware of, or suspects, any form of modern slavery or exploitation must report it immediately to a manager or director. All concerns raised in good faith will be taken seriously and handled appropriately.

Enviro Group will investigate concerns where necessary and take appropriate action, which may include reviewing or ending relationships with suppliers, subcontractors or other parties where standards are not met.

We understand that the risk of modern slavery can exist in labour-intensive sectors, including cleaning, facilities services and subcontracted work. For that reason, we are committed to maintaining appropriate checks and controls and to reviewing our practices regularly.

This statement reflects Enviro Group's ongoing commitment to preventing modern slavery and human trafficking and to maintaining ethical standards across our operations.

Approved by: ___James Lyons_____

Position: ___Operations Manager_____

Date: ___01.03.26_____

Review date: ___01.03.27_____