

Modern Slavery and Human Trafficking Statement

Platinum Facilities is a facilities management provider operating within technical services within the UK, across a number of clients site mainly in London and the home counties. Platinum Facilities is a privately owned business, controlled by a board of directors.

This statement applies to Platinum Facilities and Maintenance Services Ltd (referred to in this statement as 'Platinum Facilities'). The information included in the statement refers to the financial year October 2021 to September 2022.

Platinum Facilities acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The information in this statement details our policies and processes that ensure modern slavery and human trafficking are not taking place in Platinum Facilities internal practices in relation to its labour force and, additionally, its supply chains.

About Platinum Facilities – our purpose and our principles

Platinum Facilities is technology and energy led hard FM services provider. Our strategic approach to looking after our clients assets allows them to mitigate risk and deliver significant financial and performance improvements to their organisation. Our vision is to cultivate a customer and people centric business through our Platinum P-A-T-H-S, that will deliver sustainable and data led maintenance services. With this in mind, the nature of our supply chain, characterised by technical contractors and trades, leads Platinum Facilities to believe that if there was any risk of modern slavery or human trafficking this would occur in our suppliers early supply chains of materials/equipment. However, we seriously mitigate any risk of slavery and human trafficking taking place either within the company or our supply chains, and at present there is no significant risk.

Responsibility

The Human Resources, Internal Audit, Supply Chain and Procurement teams, plus Platinum's executive leadership team and other line managers, have a particular responsibility for ensuring the company-wide, employees meet these standards set out in the statement.

Responsibility for our anti-slavery initiatives including our policies in relation to modern slavery and human trafficking, due diligence and training of employees is also led by the Human Resources department and accountability for compliance with this statement rests with the Board.

Policies in relation to modern slavery and human trafficking

Platinum Facilities requires all employees to comply with 'The Culture Code', which sets out expectations of ethical behaviour for our employees, makes clear our commitment to human rights, freedom of speech and wellbeing. Formal policies and procedures that relate in more detail to Modern Slavery and Human Trafficking are also signposted here.

Platinum Facilities has the following policies which further define its stance on modern slavery;

- Modern Slavery Policy
- Human Rights Policy Statement
- Child Labour and Young Worker Policy

- Social Value Partnership Code of Conduct
- Corporate Social Responsibility Policy
- Recruitment Policy
- Employee Code of Conduct
- Sustainable Procurement Charter
- Business Ethics Policy

In addition, our widely available whistleblowing procedure allows any employee or third party to confidentially raise a concern.

Due diligence processes in relation to modern slavery and human trafficking

Platinum Facilities endorses the UN Guiding Principles on Business and Human Rights and will work with our employees to raise awareness about Platinum Facilities responsibility to protect Human Rights (See Human Rights Policy).

- All suppliers engaging with Platinum Facilities supply chain is responsible for adhering to minimum supplier risk management requirements through our Social Value Partnership Code of Conduct. This will assume a responsibility of risk management of modern slavery and human trafficking maintained to the same standards in conformity with our principles.

Employees

Platinum Facilities does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Platinum Facilities in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Platinum Facilities strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

The key areas of our operation that could be affected by slavery and human trafficking are our directly hired employees, agency workers working on our behalf, subcontractor operatives working on our client sites, and the workforce of our supply chain who supply materials to our business. The steps that we take to mitigate risks in relation to each of these areas are as follows:

- We verify that all employees have the right to work in the UK upon commencement of their employment.
- We ensure that all payments of salaries are made directly to the individual employed only.
- We make all employees aware of their working hours, leave and absence entitlements and other employment benefits by providing them with written confirmation of their terms and conditions of employment.

Training

We prohibit the use of forced labour in our Employee Code of Conduct and through training on modern slavery which is available to employees.

All employees have access to Employee Code of Conduct and 'Culture Code' which contains and signposts details to our stance on Modern Slavery and Human Trafficking such as Whistleblowing Policy, Human Rights Policy and Anti-Bribery Policy.

We require all staff within Platinum Facilities to complete introductory training on modern slavery in part of our induction process. All resources are accessible through our HR landing page on the company intranet to remind staff.

Supply Chain Selection and Assessment

Subcontractors:

Platinum Facilities operates with a supply chain of circa 225 members, where at minimum, we expect all of our suppliers of equipment and materials to Platinum Facilities to comply with our code of conduct and therefore consider the risk of modern slavery and to make a commitment to ensure that there is no slavery or trafficking in their supply chain.

Platinum Facilities expects that members of our supply chain;

- We require subcontractors to ensure their employees have the right to work in the UK.
- We consider sub-contractors' approaches to employee rights and any breaches of human rights related legislation during our selection process.
- We require all site operatives to provide evidence of their identification.
- We ask all sub-contractors that purchase materials for use on our client sites to consider the risk of modern slavery and to make a commitment to ensure that there is no slavery or trafficking in their supply chain.
- They have taken steps to eradicate Modern Slavery within their business such as they make their own supply chains accountable
- They pay their employees national minimum wage, at least, or national living wage (become Real Living Wage Foundation Employers)
- Provide annual communication confirming compliance with our principles and key measures identified in this policy

Agency workers:

- We will only engage agency workers that are provided by reputable employment agencies on our Preferred Supplier List.
- We require all Preferred Supplier List suppliers to
 - a) ensure their agency workers have the right to work in the UK
 - b) confirm that they do not charge workers a fee for providing them with work and
 - c) to demonstrate that they have procedures in place to minimise the risk of recruiting forced or compulsory labour.

This statement will be reviewed and updated as necessary on at least an annual basis. We have during our financial year 2021-2022 reviewed our measures and these will be further enhanced to take into account anticipated future UK legislative changes, when implemented.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: February 2023

Signed:



Print name: Glen Cardinal

Job Title: Managing Director

Date: 16th February 2023