

Anti-Slavery Policy

JAN-PRO delivers cleaning services to clients employing a diverse workforce. We recognise that, today, slavery still takes place and is abhorrent. It can take the form of compelling vulnerable people to work for little or no payment, in a variety of industries, and with an implied or real threat of violence.

As a reputable organisation, JAN-PRO wish to play a part in stamping this practice out and, to that end, we have safeguards in place to ensure no person can be employed by us, or through one of our franchise partners, under such circumstances. These safeguards are described below.

Direct employees

- All JAN-PRO employees are required to supply referees, proof of address, bank account verification and entitlement to work in the UK.
- Part of the proof of identity is the production of a current passport/ work permit. This document would normally be withheld by traffickers so its availability at interview would reassure us of the person's freedom.

Training

- All franchise partners and cleaning staff attend an in-depth course prior to carrying out any cleaning services. The course involves training on how they can spot potential issues "on the ground" and how and when they should escalate the issue. Our franchise partners and cleaning staff are a key part of our anti-slavery strategy and the training gives them the tools to carry out this role.
- All managers and supervisors receive training to ensure that the documentation provided to verify a person's identification is authentic and not a forgery or stolen identification from a similar looking individual.

Sub-contractors

- In our cleaning services, sub-contractors must be reputable and holders of BS EN ISO 9001 accreditation. We judge that a company with this certification is highly unlikely to behave in a nature that would condone slavery or human trafficking.

Suppliers

- The purchase of quality critical supplies and services may only be made through approved suppliers who have been verified and appointed to our Approved Suppliers List.



- Part of the verification process includes the completion of a statement to the effect that the supplier has robust employment measures in place and only sources their materials from known parties.

Modern Slavery Statement

JAN-PRO is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015.

As our business has a UK turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

- We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation;
- We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain and we confirm the following:

- We confirm that within our own business, no relevant offence relating to slavery or human tracking has been committed.
- We have made enquiries of businesses that supply directly to us and we are confident that no relevant offence is committed in that business.
- Insofar as it was reasonably practicable, we have examined our supply chains and confirm that we found no evidence of slavery or human trafficking.

Further details about our business and supply chain are provided below:

Our business is a Franchise Model providing Commercial Cleaning & Facilities Management Services.

Our business structure is as follows:

- JAN-PRO international headquarters in Atlanta, USA
- JAN-PRO UK under licence from JPI HQ
- UK Regional and Unit Franchisee Partner Network Under Licence from JAN-PRO UK
- All clients, franchisee and associated members managed by our team at our London HQ

Our brand operates in the following countries:

- USA
- Canada
- India
- UAE
- Brazil
- South Africa
- New Zealand
- Australia
- Mexico
- Puerto Rico
- Saudi Arabia



Our UK supply chain is as follows:

- Mainly restricted to UK Chemical and UK / US Equipment manufacturers

We understand that certain industry sectors and geographical regions entail greater risk of exploitation than others. We do not believe that our supply chain is in one of those sectors.

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

The person in our business responsible for assessing matters relating to slavery and human trafficking is Raj Gandhi or Ketan Parekh.

We also encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware.