

Corporate and Social Responsibility Policy

JAN-PRO is committed to seeking the purchase of goods and services that minimise negative and enhance positive impacts on the environment and society whilst meeting our business requirements effectively.

Ethical Trading

Our Corporate and Social Responsibility Policy seeks to promote good labour and environmental standards in the supply chain of services to our clients and is monitored via our sub-contractor approval process.

It is each employee and supplier's responsibility to ensure that the products we use and services we offer respect safety, health, environment, product stewardship, product quality, social, legal and ethical standards and sustainability requirements.

Equal Opportunities

Everyone who works under the JAN-PRO brand are selected, developed and retained based on their unique abilities and qualifications for the work to be performed without discrimination or prejudice under any circumstances, including race, religion, colour, sex, age or physical ability.

JAN-PRO strive to ensure that the work environment they provide is free of harassment and bullying and that everyone is treated with dignity and respect in the workplace. JAN-PRO is committed to providing equal opportunities in employment and to avoiding unlawful discrimination, whether directly or indirectly in employment, in dealing with customers or throughout the supply chain.

A policy is in place to assist the company and its custodians to comply with the Equality Act 2010 and the Disability Discrimination Act 2005. The policy is applicable to all employees working for JAN-PRO and is included as part of their initial training process.

Minimum Wage

All JAN-PRO employees have the right to freely choose employment and be paid the National Minimum wage. JAN-PRO's policies and procedures are designed to ensure that the human rights of all employees, whether directly employed or sub-contracted, are respected in accordance with internationally recognised standards, and the Modern Slavery Act 2015.

Bribery

JAN-PRO insists on honesty, integrity and fairness in all aspects of their business and expects the same in its relationship with all parties with whom it conducts business. The direct or indirect offer,



payment, soliciting and acceptance of bribes in any form are unacceptable practices and are prohibited throughout the organisation.

Welfare of Children and Vulnerable Adults

JAN-PRO acknowledges the duty of care in respect of the welfare of children and vulnerable adults and is committed to statutory responsibilities and government guidance and takes the required steps to ensure that customers in vulnerable or, potentially vulnerable circumstances are not exposed to risks arising from permanent or temporary vulnerability through their interactions with us or our partners and suppliers.

Community

JAN-PRO and its franchise partners participate in a variety of community benefit practices within their localised areas.

We actively support several charitable organisations, including Cancer Research UK. We are also proud to support the Uji & Educational Programme (Kenya, Africa) with their efforts to supply educational resources and nutrition to children and to ensure that they do not enter the child labour market and have a brighter future.

Our franchise partners are actively encouraged to support local charities, good causes and organisations to enhance the lifestyle of vulnerable people or people in need within the local community as well as offer environmental support to help enrich the local community.

By offering and providing support within our local communities, JAN-PRO can make a positive impact on the welfare of the society within which we all live.

British Institute of Cleaning Science

The British Institute of Cleaning Science is the largest independent, professional and educational body within the cleaning industry, with over 5,000 individual and corporate members. JAN-PRO is proud to be a Corporate Member of the BICSc.

We chose to associate ourselves with the BICSc as they share our mission to raise the standards of education in the cleaning industry, and to build awareness, through professional standards and accredited training.