

## Modern Slavery and Human Trafficking Policy

UK South Services Ltd and UKS Cooling Ltd are committed to driving out acts of modern slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners.

The Companies acknowledge responsibility to the Modern Slavery Act 2015 and this policy reflects our commitment to acting ethically and with integrity in all of our business relationships and practices and to implementing and enforcing effective systems and controls to fight against modern day slavery and human trafficking in the UK. These include:

### **Governance Structure**

UKS is committed to the highest principles of personal and professional conduct which includes a zero tolerance approach to modern slavery. The Chairman leads a Board of Directors which act as the main governance body for our businesses.

### **Supply Chain**

We will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These, as well as the suppliers of services, make up the supply chain within UK South Services Ltd and UKS Cooling Ltd.

As part of the due diligence processes in place to avoid slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. UKS recognise that imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

### **Recruitment**

Our recruitment process includes mandatory documentation checks to ensure that all employees are over 16 and eligible to work in the UK. We either recruit directly through our Human Resources team or use reputable recruitment firms and comply with all relevant local laws and regulations in our recruitment process. We review market related pay and rewards annually.

The company directors and senior management take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc ) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically.

Signed



Date 03/03/2023

**Conor Haynes**  
**Managing Director**  
**UK South Services Ltd**