Modern Slavery Policy

1. Introduction

This Modern Slavery Policy exists to set out the responsibilities of Whites of Winchester Maintenance Ltd (hereinafter referred to as The Company) and those who work for us in regard to observing and upholding our commitment to ensuring that its business dealings are carried out in compliance with the relevant laws and, in doing so, we endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited.

The Company is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking.

2. Organisation Structure

This statement covers the activities of The Company which is headquartered at: Hampshire Workspace 37-39 Southgate Chambers, 37 39 Southgate Street, Winchester, SO23 9EH

and has 4 employees operating across the UK.

3. Relevant Policies

The Company operates several policies that mitigate the risk of modern slavery and set out steps to be taken to prevent slavery and human trafficking in its operations.

4. Whistleblowing

The Company encourages all its workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers, or others who have concerns can contact the Managing Director (MD).

5. Supplier Chain Management

Whilst the Company exercises a vital role in the supply chain. It does not have a supply chain that is reliant on factories or other entities that would normally be associated with slavery or forced labor.

Generally, contractors and suppliers used by the Company are therefore not likely to be susceptible to this risk. However, we are mindful that others may not always uphold standards to the same level as the Company. Consequently, employees responsible for managing suppliers and others involved with The Company are, themselves, responsible for ensuring that our values and ideals are upheld. This continues to be a work in progress, and we are strengthening our controls as new contracts are

agreed. For example, serious violations by suppliers will lead to the termination of the business relationship.

6. Recruitment and Selection

The Company uses only specified, reputable employment agencies to source labour. The Company ensures appropriate controls are in place to ensure employees have the right to work and are therefore protected by employment legislation. This includes checking right-to-work documents, visas, and passports.

The Company does not employ individuals that could be considered to be 'child workers. Young and inexperienced workers may be employed or given work experience, but they are subject to the rights and protections that we afford all workers plus additional requirements as required by the Management of Health and Safety Regulations 1999.

Basic rights which we expect all workers to enjoy, include:

- The right to a reasonable wage
- The right to a safe working environment
- The right to an appropriate level of holiday and cover for period of sickness
- The freedom to complain directly via our whistleblowing policy free of charge, if they believe that they are not being fairly treated or have any other concerns.

References in this Statement to the "Act" are references to the "Modern Slavery Act 2015"

Signed by:	Matthew Bailey
Position:	Director
Signature:	M.Bailey
Date:	12.09.2026
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