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Modern Slavery Assessment

D-U-N-S® number	**228996643**
Organisation name	**SUPREME FACILITIES LTD**
Location	**SUPREME FACILITIES LTD**
Address	**ANIXTER LTD, UXBRIDGE, UB81PE**
Country	
Purpose	
Exported by	**Emma Sullivan (emma.sullivan@supremefacilities.co.uk)**
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Scoring

Overview

Based on the responses given, performance ratings have been generated to quantify a measure of performance in each of sections of the assessment as well as an overall Total Score.

This rating can be used to identify areas of strengths and weaknesses and as a benchmark for assessment-to-assessment growth. Ratings have been coupled with a balanced Red-Amber-Yellow-Green scorecard to provide a visual standard for comparison.

Total Score

-21% **+79%** Total Score
-100% Performance +100%

Score per theme

-0% **+100%** Governance Green
-0% **+100%** Policies and Procedures Green
-7% **+93%** Risk Assessment and Management Green
-61% **+39%** Due Diligence Amber
-0% **+100%** Training Green
-14% **+86%** KPI Green
-100% Performance +100%

Recommendations

Overview

A number of suggested improvements have been made, based on a analysis of your responses to the Modern Slavery Assessment. By implementing these suggested improvements, your organisation can improve its modern slavery statement and should be in a stronger position to mitigate modern slavery risks.

Improvements

5 questions

55. Your organisation should consider modern slavery during each stage of its procurement process. (15)

It is important to consider modern slavery issues at different stages of the procurement process to help reduce risks to your business. For example, during the tender stage, businesses should factor in labour costs in to their procurement and consider whether the price they are paying for goods and services are so low that the supplier (or the suppliers) are likely to be exploiting workers.

For further guidance on factoring modern slavery issues in the procurement process, see the Ethical Procurement for Health Workbook.

• Yes
No
Not Applicable

60. Your organisation should consider undertaking activity that helps workers in your supply chains have access to representation. (19)

Depending on local laws, workers may be able to join or form a trade union of their own choosing and to bargain collectively for amendments to their working conditions.

For further guidance on how your organisation can help promote freedom of association in your supply chain, see ETI's Freedom of Association in Company Supply Chains: A Practical Guide .

• Yes
No

Not Applicable

61. Your organisation should consider actively working with NGOs and other businesses to support its efforts to preventing and mitigating modern slavery. (20)

Modern slavery is a complex problem that requires collaboration to prevent. NGOs and trade unions can help organisations take a more victim-focused approach to due diligence and help your organisation identify and mitigate modern slavery risks.

Organisations should consider participating in multi-stakeholder initiatives to improve conditions throughout their sector.

You can find a list of organisations your organisation could work with to support your anti-slavery activity via the Modern Slavery Map.

• Yes
No
Not Applicable

62. Your organisation should consider carrying out the following due diligence measures to ensure workers in your organisation and supply chain are not trapped in debt bondage. (21)

Indirect methods of recruitment can provide an avenue for modern slavery, due to the absence of oversight and governance by the receipt organisation. The recruiter can employ various methods of exploitation such as implementing worker-paid recruitment fees, as a form of debt bondage.

It is important to note that workers can also become trapped in debt bondage for other reasons. Workers can be trapped in debt by employers for the provision of services provided by the employer, such as accommodation or healthcare. Workers can also fall in to debt bondage because of private debts incurred as a result of low pay and lack of healthcare provisions.

For further information on how companies can conduct due diligence to ensure responsible recruitment, see Verite's Fair Hiring Toolkit for Suppliers or Verite's Fair Hiring Toolkit for Brands and IHRB's Guide to Implementing the Dhaka Principles.

• Yes
No
Not Applicable

64. Your organisation should have processes in place for responding to a report of suspected instances of modern slavery that follows good practice. (23/23a/23b/23c)

It is important to have a prompt and victim centred response to reports of modern slavery, so that victims are safeguarded and are supported in receiving justice and compensation.

Where an organisation's suppliers have alerted their customers of modern slavery, is cooperating with authorities, actively implementing corrective actions and is not found to be complicit, organisations should have no standard policy to immediately delist or suspend trade with that supplier because of that specific incident.

A Service Level Agreement (SLA) is a formally recognised agreement to react within a specific time frame and with a specific response. An SLA may be made explicit in an organisation's modern slavery policy.

For guidance on how your organisation and your suppliers can ensure they are well prepared, see CIPS' Making a Plan for Remediation or Shift's Guidance on Remediation.

• Yes
No
Not Applicable

Introduction

Section 54 (Transparency in Supply Chains etc.) of the Modern Slavery Act 2015 requires applicable commercial organisations to publish a 'modern slavery statement' for each financial year of their organisation, otherwise known as a TISC statement. It applies to all commercial organisations which carry on a business, or part of a business, in the UK, supply goods or services and have an annual turnover of £36m or more.

The Government encourages organisations, including those that do not fall in scope of the Act, to complete this assessment so that organisations have a framework to aid them in their journey to understanding and addressing modern slavery risks. If you have been invited to complete the assessment by the Government or any other public

body, this tool should help them work in partnership with your organisation to improve how your organisation ensures workers aren't being exploited in your supply chains.

What is modern slavery?

Modern slavery is an umbrella term used to encapsulate offences in the Modern Slavery Act 2015: involving slavery, servitude and forced or compulsory labour; and human trafficking.

Why is it important?

Modern slavery is a serious and organised crime that destroys communities and causes significant harm to victims. It is the illegal exploitation of people for personal or commercial gain, and involve people being coerced and forced into providing service to others. Some estimates suggest that there were over 40 million people living in slavery across the world in 2016, many of whom will be working to produce the goods and services which we buy and sell every day. The Home Office estimated that there were 10,000-13,000 potential victims in the UK alone in 2013. It is a crime that affects men, women and children.

The Home Office estimates the total social and economic cost of modern slavery to the UK was £3.4-4.3 billion in 2016-17, making the average cost of modern slavery crime (£334,750) higher than the unit cost of any other crime type apart from homicide. Worldwide, the International Labour Organisation (ILO) estimates over $150 billion of illegal profits are generated by traffickers per year. Unscrupulous businesses who use slave labour undercut good British businesses and if we are to eradicate this horrendous crime from the UK and the rest of the world, government and businesses must work together.

About this Assessment

This assessment provides information about activity undertaken by SUPREME FACILITIES LTD to tackle modern slavery. It may be used to support the production of an annual modern slavery statement as set out in the UK Modern Slavery Act 2015.

Your responses can be updated at any time to maintain a current and accurate report. The Assessment has six sections, each of which captures information that may be included in a statement, as set out by guidance within the Modern Slavery Act 2015.

The answers you have provided will be kept confidential and will only be shared with buyers that you have given permission to access.

Company and point of contact:

All information contained within this assessment has been submitted by a user or users acting on behalf of SUPREME FACILITIES LTD.

SUPREME FACILITIES LTD represents and warrants that the information provided within this declaration will be as accurate and complete as possible and shall accurately represent its capabilities.

The main point of contact for this assessment is:

Emma Sullivan
HR Director
emma.sullivan@supremefacilities.co.uk
07532600185

According to the information submitted in support of this assessment:

SUPREME FACILITIES LTD has stated that its turnover is 11229259 GBP.

SUPREME FACILITIES LTD has stated that its corporate family is required to produce a modern slavery statement.

SUPREME FACILITIES LTD has indicated that it is completing this assessment on behalf of its own organisation,

SUPREME FACILITIES LTD has provided the following additional information regarding their commitment to tackling modern slavery: Supreme Group maintains a strict zero-tolerance approach to all forms of modern slavery, underpinned by direct accountability from our Managing Director and senior management team. Over the coming year, we are focused on building deeper visibility across our supply chains, enhancing frontline awareness through practical site-level training, and strengthening our risk-based supplier checks. We are committed to continuous learning, transparent reporting, and collaborative action with our customers and suppliers to ensure fair, safe, and ethical working practices throughout our business and supply network.

The Government encourages organisations not in scope to still consider publishing a statement as modern slavery risks can manifest in almost any organisation.

1. Information About the Business and its Supply Chain

About this section:

This section provides some basic information about your organisation and its business operations which will help to provide context for a modern slavery statement. Ensuring relevant and up-to-date information in statements will help your organisation communicate its efforts in the most effective manner.

For the purpose of drafting a Modern Slavery Statement, information to disclose could include:

- the sector(s) the business operates in and whether any of its work is undertaken by agency labour
- the organisational structure and group relationships
- the countries it sources its goods or services from, including high risk countries where modern forms of slavery are prevalent.
- the make-up and complexity of the supply chains
- the businesses operating model
- relationships with suppliers and others, including trade unions and other bodies representing workers

Having a good understanding of your supply chain helps to define the boundaries of the report and to support the identification of risk regarding modern slavery.

Information about the business and its supply chains

7 questions

1a. Please enter your organisation details.

• Full name of your company
Supreme Facilities Limited
• DUNS number
228996643
• Street
Beasley Court
• Town or City
Uxbridge
• Postcode
UB8 1PE
• Country
United Kingdom - GBR
• Date of registration in country of origin
06/06/2022
• Registered company number
14153364
• Registered VAT number
GB428442003
• Registered website address
supremefacilities.co.uk

1b. Do you want to complete this Modern Slavery Assessment for your organisation as a whole or for a specific contract?

• Organisation as a whole
For a specific contract

1c. Please select the relevant sector(s) that your organisation operates in.

• Accommodation and food service activities
Activities of extraterritorial organisations and bodies
Activities of households as employers
• Administrative and support service activities
Agriculture, Forestry and Fishing
Arts, entertainment and recreation
Construction

Education
Electricity, gas, steam and air conditioning supply
Financial and insurance activities
• Human health and social work activities
Information and communication
Manufacturing
Mining and Quarrying
Other service activities
Professional scientific and technical activities
Public administration and defence
Public sector
Real estate activities
Transportation and storage
Water supply, sewerage, waste management and remediation activities
Wholesale and retail trade
Other
Do not know

1d. Are you a Small, Medium or Micro Enterprise (SME)?

Yes
• No

2. Which of the following members of your group structure are you completing this assessment on behalf of?

• My own organisation
Immediate parent
Domestic parent
Global parent

3. Who is your organisation's main point of contact for this assessment?

• First name
Emma
• Last name
Sullivan
• Job title
HR Director
• Email
emma.sullivan@supremefacilities.co.uk
• Telephone
07532600185

4. Please enter the turnover that is listed within your most recent set of annual accounts.

• Turnover in GBP
11,229,259
• Provide the end date of these latest accounts
30/06/2025

2. Policies Relating to Modern Slavery

About this section:

The establishment of effective policies and incentives shape the environment and sets the tone of an organisation in assessing, preventing and mitigating the risk of modern slavery. Clear organisational policies demonstrate an organisation's commitment to this issue and ensures that appropriate and coordinated action is taken throughout the business.

Tackling modern slavery does not necessarily require a stand-alone policy. It could simply be adapting, and/or clarifying how existing policies and practices, programmes and management systems already work to prevent modern slavery.

If policies and practices are to have the desired effect they must be supported through effective communications and, where appropriate, training, resourcing and collaboration of effort by appropriately skilled personnel. Policies should be established and clearly communicated so that anti-slavery activity within a company and its supply chains becomes

embedded as standard practice, which staff are aware of and incentivised to partner on and support.

Policies work best when supported by senior management and are updated and reviewed regularly.

Governance

8 questions

5. Under Section 54 of the Modern Slavery Act 2015, is your organisation required to produce a Modern Slavery Statement?

• Yes

Please upload the statement

File Name

File Name
Modern Slavery Statement-Supreme.pdf

Yes but not produced a statement covering relevant yearly reporting period
Not required but have produced a statement
Not required and no statement has been produced

6. Does your organisation's Modern Slavery Statement meet the following legal requirements? Tick all that apply

• Approved by the board of directors (or equivalent management body)
• Signed by a director (or equivalent)
• Accessible via a prominent place on your website's homepage
None of the above

7. Does your latest statement include information on the following areas? Tick all that apply

• Information about your organisation and supply chains
• Policies relating to modern slavery
• The parts of your business and supply chains where risks of modern slavery are highest
• Due diligence processes in place to manage and prevent risks of modern slavery
• Training and capacity building of staff around modern slavery
• Key performance indicators your business uses to measure progress in tackling modern slavery
None of the above

8. Was your latest statement produced within 6 months after your last financial year end, as per Government guidance?

• Yes
No

9. Have any incidences of modern slavery been recorded or uncovered within your organisation or supply chains in the past 12 months?

Yes
• No

10. Has your organisation taken steps to map your supply chains to support how your organisation identifies modern slavery risks?

• Yes
No

10a. How many tiers?

• Tier 1
• Tier 2
Tier 3
Tier 4
Tier 5

10b. Which locations do you believe are at higher risk of modern slavery in your operations and supply chains?

No locations are considered to be at higher risk of modern slavery
Afghanistan
Albania
Algeria
Angola
Argentina
Armenia
Australia
Austria
Azerbaijan
Bahrain
• Bangladesh
Barbados
Belarus
Belgium
Benin
Bolivia, Plurinational State of
Bosnia and Herzegovina
Botswana
Brazil
Burkina Faso
Brunei Darussalam
Bulgaria
Burundi
Cambodia
Cameroon
Canada
Cape Verde
Central African Republic
Chad
Chile
• China
Colombia
Congo
Congo, Democratic Republic of
Costa Rica
Cote D'Ivoire
Croatia
Cuba
Cyprus
Czech Republic
Denmark
Djibouti
Dominican Republic
Ecuador
Egypt
El Salvador
Equatorial Guinea
Eritrea
Estonia
Ethiopia
Finland
France
Gabon
Gambia
Georgia
Germany
Ghana
Greece
Guatemala
Guyana

Guinea
Guinea-Bissau
Haiti
Honduras
Hong Kong, China
Hungary
Iceland
Iceland
• India
Indonesia
Iran, Islamic Republic of
Iraq
Israel
Italy
Jamaica
Japan
Jordan
Kazakhstan
Kenya
Kora, Democratic People's Republic of
Korea, Republic of
Kosovo
Kuwait
Kyrgyzstan
Lao People's Democratic Republic
Latvia
Lebanon
Lesotho
Liberia
Libya
Lithuania
Luxembourg
Macedonia, the former Yugoslav Republic of
Madagascar
Malawi
Malaysia
Mali
Mauritania
Mauritius
Mexico
Moldova, Republic of
Mongolia
Montenegro
Morocco
Mozambique
Myanmar
Namibia
Nepal
Netherlands
New Zealand
Nicaragua
Niger
Nigeria
Norway
Oman
Pakistan
Panama
Papua New Guinea
Paraguay
Peru
Philippines

Poland
Portugal
Qatar
Romania
Russia
Rwanda
Saudi Arabia
Senegal
Serbia
Sierra Leone
Singapore
Slovakia
Slovenia
Somalia
South Africa
South Sudan
Spain
Sri Lanka
Sudan
Suriname
Swaziland
Sweden
Switzerland
Syrian Arab Republic
Taiwan, China
Tajikistan
Tanzania, United Republic of
Thailand
Timor-Leste
Togo
Trinidad and Tobago
Tunisia
Turkey
Turkmenistan
Uganda
Ukraine
United Arab Emirates
United Kingdom
United States
Uruguay
Uzbekistan
Venezuela, Bolivarian Republic of
Vietnam
Yemen
Zambia
Zimbabwe

Policies, Procedures and Governance

3 questions

11. Does your organisation have policies that are relevant to the prevention of modern slavery?

• Yes and they are publicly available

Please upload relevant policies

File Name

File Name
Modern Slavery Policy.pdf

Yes but some/all are not publicly available
No

12. Do your organisation's modern slavery policies or codes include any of the following provisions? Tick all that apply.

• Adherence to local and national laws
• Freedom of workers to terminate employment
• Freedom of movement
• Freedom of association
• Prohibits any threat of violence, harassment and intimidation
• Prohibits the use of worker-paid recruitment fees
• Prohibits compulsory overtime
• Prohibits child labour
• Prohibits discrimination
• Prohibits confiscation of workers original identification documents
• Provides access to remedy, compensation and justice for victims of modern slavery
None of the above

13. Does your organisation meet any of the following good practice in relation to its modern slavery policies? Tick all that apply.

• Policies are approved by senior management
• Policies are available to workers in your organisation and communicated to them
• Policies are available to workers in your supply chain and communicated to them
• Relevant staff in your organisation are trained on these policies
• High risk suppliers are required to adhere to your modern slavery policies as a contract condition
• High risk suppliers are trained on the relevant policies
None of the above

3. Assessing and Managing Risk

About this section:

Modern slavery risk assessments should be seen as part of an organisation's wider approach to risk management and could form part of more general risk assessments that are carried out for a variety of reasons.

Appropriate resources are needed to ensure that risk assessment strategies can be effective. This means that the assessments should be able to identify the risks and issues, properly assess their level of importance, and ensure that appropriate remedies are in place.

Identifying relevant information from internal and external sources will help businesses to undertake effective risk assessments and appropriate review of those risks. Particular business risks to consider in assessing and managing risks to workers include:

- Country risks:
  - Exposure may be greater in global supply chains in countries where protection against breaches of human rights are limited, particularly with regard to rights of foreign contract workers to retain their own ID and papers, and/or where work arrangement by agents is common, etc.
- Sector risks:
  - There are different risks and levels of risk in different sectors. For example, the risks and arrangements which generate bonded labour situations for workers in the extractives sector may differ to those causes in manufacturing.
- Transaction risks:
  - Banks or financial institutions may be involved in facilitating financing from or supporting cases of modern slavery and bonded labour in operations or supply chains or through money laundering.
- Business Partnership risks:
  - Different supplier relationships and business partnerships will all carry different levels of risks. In some cases, existing long-term partnerships will involve less risk because the organisation will have a better knowledge of their partner's operations and policies. However, a new partnership or business relationship may be equally low risk as long as proper due diligence is conducted.

Assessing and Managing Risk

11 questions

14. Have you assessed how your organisation's purchasing practices may create pressures on your suppliers that could lead to modern slavery?

• Yes
No

14a. What aspects have you assessed? Tick all that apply.

• Aggressive pricing that does not consider sustainable production costs
• Short lead times
• Late high-volume orders
• Inaccurate forecasting
• Late or extended payments
• Withdrawn from contracts last minute
• Unfair penalties for not meeting orders despite last minute changes
• Inaccurate technical specifications
Other

15. At which of the following stages during the procurement process does your organisation consider modern slavery risks? Tick all that apply.

• Needs identification
• Requirement definition
Tender evaluation (including scoring and adjudication process)
• Contract award
• In-life contract management
End of contract review
None of the above

16. Do you supply goods (to the buyer/s that invited you to complete this assessment) that have been identified by the US Department of Labor to be at higher risk of being produced by child labour or forced labour?

• Yes
• Please provide details of the goods (that you are aware of) which you supply to the buyer/s that are on this list. You should provide details of the commodity, where it comes from and which products they feature in that you supply to the buyer/s
Security uniform items: Ties from China Trousers from Bangladesh Shirts from India
No
Do not know
Not applicable

17. Where have you identified there to be the highest risk of modern slavery in your organisation and your supply chains?

• Categories
• Vulnerable groups
• Types of work
• Sectors
Other
Have not identified

17a. Has your organisation identified any categories that are considered as high risk? Tick all that apply.

Goods for resale
• Goods not for resale
Services for sale
• Services used for operational purposes
No areas of risk have been identified
Do not know

17b. Has your organisation identified any worker groups that are considered highly vulnerable? Tick all that apply.

• Migrants
• Women
• Refugees
• Children
Other
None of the above
Do not know

17c. Has your organisation identified any types of work that have a higher association with modern slavery? Tick all that apply.

Temporary work
Seasonal work
• Low skill or unskilled work
Hazardous work
Other
None of the above
Do not know

17d. Has your organisation identified any high risk sectors that it works with? Tick all that apply.

Domestic work
Construction
Manufacturing
Agriculture, forestries and fishing
• Accommodation and food service activities
Wholesale and trade
Personal services
Mining and quarrying
• Other
• Please provide details
Security services
None of the above
Do not know

18. Within the last 12 months, have you identified any of your organisation's suppliers as being at high risk of modern slavery as a result of your organisation's risk assessment?

• Yes
• Please provide details you can share on the suppliers that are at risk of modern slavery and how you have identified them as being at high risk
Safety Equipment London (trading as Brit-Safe): Company No. 16469198. They supply uniform manufactured in China, India and Bangladesh
No - we have investigated our supplier risk and found none to be at higher risk
No - we have not investigated our suppliers' modern slavery risks

18a. Did you terminate your contract with these suppliers once you identified them as higher risk?

Yes
• No - we are working with these suppliers to address risks
• Please provide further details on your answer option response
We have obtained written assurances by way of signed declarations in respect to their compliance with living wage, right-to-work and tax obligations and their prohibition of forced labour, human trafficking and child labour within their supply chain. We also a signed Supplier Code of Conduct which includes a section on compliance with the Modern Slavery Act and basic human rights.

4. Due Diligence Processes

About this section:

Human rights due diligence is a key concept in the UN Guiding Principles on Business and Human Rights (UNGPs). The UNGPs specify that due diligence processes should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed.

Due diligence procedures should be:

- proportionate to the identified modern slavery risk,
- the severity of the risk, and
- level of influence a business may have.
- informed by any broader risk assessments that have been conducted (see Assessing and Managing Risk section above).

For the purpose of the Modern Slavery Statement, due diligence information could include:

- Actions taken to understand the businesses operating context
- Impact assessments undertaken
- Action plans to address and risk/actual instances of modern slavery and how actions have been prioritised
- Evidence of stakeholder engagement
- Business-level grievance mechanisms in place to address modern slavery
- Actions taken to embed respect for human rights and zero tolerance of modern slavery throughout the organisation

Due Diligence

19 questions

19. Does your organisation undertake any activity to support workers in your supply chains have access to trades unions or other forms of worker representation?

Yes
• No
• Please provide further detail
It is not a contractual requirement for our supply chain to be unionised
Do not know

20. Does your organisation actively work with non-governmental organisations (NGOs) or other businesses to support its efforts to prevent and mitigate modern slavery?

Yes - NGOs
Yes - Businesses
• No

21. Has your organisation undertaken any due diligence to ensure that workers in your supply chains are not trapped in debt bondage as a result of how they were recruited?

• Integrated safeguards in to company policies
• Raised awareness and built capacity of staff to understand risks of debt bondage
Screen and evaluate key recruitment agencies/labour providers
Monitor key recruitment agencies/labour provider for ethical recruitment and hiring
Undertaken corrective action plan
Developed action plan to make system improvements
Participated in multi-stakeholder initiatives to make a wider impact
Other action
None of the above

22. Does your organisation take any measures to ensure workers in your organisation have access to a grievance mechanism to report incidents or suspected incidences of modern slavery?

• Yes
No
Do not know

22a. In which supply chain tiers does your organisation ensure that workers know their rights of employment?

• Tier 1
Tier 2
Tier 3
Tier 4
Not applicable

22b. In which supply chain tiers does your organisation ensure that all workers have access to an anonymous grievance mechanism to report incidents or suspected incidences of modern slavery without any form of penalty?

• Tier 1
Tier 2
Tier 3
Tier 4
Not applicable

22c. In which supply chain tiers does your organisation ensure that measures are in place to ensure migrant workers can report grievances and receive feedback in a language they understand?

• Tier 1
Tier 2
Tier 3
Tier 4
Not applicable

22d. In which supply chain tiers does your organisation ensure that multiple communication channels are available to workers to report their concerns e.g. to a trade union representative?

• Tier 1
Tier 2
Tier 3
Tier 4
Not applicable

22e. In which supply chain tiers does your organisation ensure that the effectiveness of this mechanism has been assessed with senior leadership engagement?

• Tier 1
Tier 2
Tier 3
Tier 4
Not applicable

23. Do you have a Service Level Agreement (SLA) or any other process in place for responding to a report of suspected instances of modern slavery?

• Yes
No

23a. Does your organisation automatically de-list or terminate trade with a supplier even if they are found to not be complicit?

• Yes
No

23b. Are your suppliers expected to follow a similar process?

• Yes
No

23c. Are suppliers required to provide an action plan highlighting gaps in their process, root causes of incident and corrective action they are undertaking?

• Yes
No

24. Has your organisation undergone a social audit (or another form of audit which assesses labour conditions) within the last 12 months? Tick all that apply.

Yes, an internal social audit
Yes, an external social audit
• No audits carried out
• Please provide any further information
We will conduct an internal gap analysis against recognised social audit standards and complete a pilot independent social audit on our highest-risk operational site to benchmark compliance and establish a scalable audit programme.

25. Does your organisation conduct any types of audits on its suppliers and their business activities or have any other process to investigate working conditions in your supply chain?

• Yes
• Please provide further detail
Taxes checked quarterly and all compliance documentation is required to be in date. Checks carried out on suppliers' modern slavery policies and statements

No

25a. Has your organisation identified labour rights issues in your supply chain as a result of these audits?

Yes
• No

25b. How does your organisation conduct these audits?

• By organisation's own staff
By a third party
• Announced audits
Unannounced audits
Other

25c. How often do you audit these suppliers?

• Pre-contract
• Annually
Every two years
Every three years or more

26. Is there any further information you want to provide on the due diligence your organisation undertakes to manage modern slavery risks?

• Please provide details
We carry out right to work checks, payroll checks and we issue a supplier code of conduct to each of our high risk suppliers

5. Training Provision

About this section:

Training is a fundamental way of raising awareness and ensuring that people understand the importance of a particular issue. It also helps people to understand what they need to do, and how to work together internally or externally if they encounter something that raises concerns.

Training may be targeted at different groups of employees within a business, including leadership, or at different businesses within a supply chain, and the training itself could take a range of different forms. It may range from detailed training courses to broader awareness-raising programmes.

Organisations should think about where training should be targeted to have the most effect. If those employees who might encounter victims directly are more aware of the indicators of modern slavery and of how to report suspected cases, and what actions they can expect the company to take, then they can raise flags, and help to root it out in a particular business or supply chain.

Training

9 questions

27. Does your organisation provide training to workers on modern slavery?

• Yes
No

27a. Does the training cover the ILO's Forced Labour Indicators?

• Yes
No

27b. What outcomes are expected? Tick all that apply across the different training your organisation provides.

• Recipients understand indicators of modern slavery
• Recipients understand how to report suspicions of modern slavery
• Recipients understand the Modern Slavery Statement requirements
• Recipients understand how to consider modern slavery risks in procurement

• Recipients become better equipped to undertake modern slavery due diligence for your organisation
Other

27c. What format is the training? Tick all that apply.

• E-Learning
• Workshops
Webinars
Courses
Other

27d. Is this training mandatory for those who receive it?

• Yes
No

27e. How frequently is training on modern slavery provided? Tick all that apply.

• At induction
When a violation occurs
When a policy is updated
Every 6 months
• Every 12 months
Other

27f. Who developed the training on modern slavery?

• In-house staff
• Third party
Other

27g. Who delivers training on modern slavery?

• In-house staff
• Third party
Other

27h. Is any of the training above provided to suppliers by your organisation?

• Yes
No
• Please provide further details on the type of training.
We send copies of our toolbox talk training documentation to be cascaded by each high risk supplier

6. Key Performance Indicators

About this section:

This section examines your organisation's Key Performance Indicators, the areas they cover and their governance.

Key Performance Indicators (KPI): quantifiable value or metric to measure the activity and progress towards the achievement of intended results or objectives.

Performance indicators are important in driving the performance of a business and shaping the way it operates. They can also affect how exposed the business is to the risk of modern slavery.

KPIs could be used in a modern slavery statement in two ways. Firstly, businesses could choose to provide information on their existing KPIs and set out whether they have considered whether they make their business and supply chain vulnerable to modern slavery.

Secondly, this section of the statement could outline any additional KPIs which the company has introduced to measure the performance of any anti-slavery actions undertaken. If an initial risk assessment highlighted issues in a company's operations or supply chain, a KPI could be introduced to measure progress against reducing that risk, i.e. improving conditions for those people.

A business could set targets for:

- Training and capacity building of staff about modern slavery issues

- Measuring changes in awareness of risk
- Appropriate decision making and swift action as appropriate
- Grievance procedures and whistle-blowing procedures for workers if cases or suspected cases are found
- Visibility, leverage and oversight of suppliers in relevant goods and services supply chains

It is also good practice for KPIs to be reviewed regularly by senior management to ensure the KPIs are practical and achievable.

For further guidance on developing KPIs, see the Government's practical guidance.

KPIs

4 questions

28. Does your organisation have any key performance indicators (KPIs) relating to how your organisation mitigates modern slavery in your organisation and supply chains?

• Yes
No

28a. In which areas does your organisation set KPI's?

• Policies
• Provide details on the KPI's that are set within your organisation
Grievance Mechanism Access. 100% of site welfare areas and staff rooms must display multilingual posters detailing confidential whistleblowing helplines (such as the Unseen Modern Slavery Helpline).
Risk assessments
• Due diligence
• Provide details on the KPI's that are set within your organisation
Subcontractor & Supply Chain Due Diligence Tier-1 Agency Audits. 100% of temporary labour providers (for cleaning, security, and catering cover) must undergo an annual ethical audit. High-Risk Goods Vetting. 100% of catering food suppliers and uniform/PPE manufacturers must sign the Supreme Facilities Ltd Supplier Code of Conduct and complete a Modern Slavery Risk Questionnaire prior to onboarding. SIA & Gangmaster Compliance. 100% of security personnel must hold active Security Industry Authority (SIA) licences, and any welfare/catering agencies operating in regulated food sectors must hold a valid GLAA (Gangmasters and Labour Abuse Authority) licence.
• Training
• Provide details on the KPI's that are set within your organisation
Training Frontline & Supervisor Training. 100% of site managers (cleaning, security, catering) Control Room and HR staff must complete annual modern slavery awareness training to spot signs of exploitation on client sites.
Other

28b. Are these KPIs reviewed by senior management on an annual basis?

• Yes
No

29. Please provide a summary of your organisation's objectives and plans to improve how you manage modern slavery risks in the next 12 months.

• Please provide details
Supreme is committed to strengthening its due diligence and risk management framework over the next 12 months. Our primary objectives for the 2026-2027 period are to: 1. Deepen Supply Chain Mapping & Risk Profiling: Complete a comprehensive risk-mapping exercise across all active Tier-1 suppliers and third-party labour providers, categorising vendors by sector and geographic risk to prioritise on-site audits and enhanced due diligence checks. 2. Strengthen Contractual & Onboarding Controls: Roll out updated supplier onboarding questionnaires and embed explicit anti-slavery, ethical recruitment (Employer Pays Principle), and audit-access clauses into all new and renewed supplier and agency contracts. 3. Conduct an internal gap analysis against recognised social audit standards and complete a pilot independent social audit on our highest-risk operational site to benchmark compliance and establish a scalable audit programme. 4. Expand Workforce & Management Training: Achieve a 100% completion rate for role-specific modern slavery awareness training across HR, procurement, and site management, supported by annual toolbox talks for frontline teams to ensure operational staff can identify and escalate

red flags. 5. Enhance Reporting & Grievance Mechanisms: Audit and promote our internal whistleblowing channels alongside external support signposting (such as the UK Modern Slavery & Exploitation Helpline) across all operational sites to ensure workers and contractors have accessible, confidential avenues to raise concerns without fear of retaliation. 6. Formalise KPI Tracking & Board Oversight: Establish a standardised quarterly compliance dashboard tracked by HR & Compliance, added as an agenda item in our Quarterly Management Review Meetings, and reviewed by the Board of Directors to measure audit outcomes, training completion, and incident response times.

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