



Modern Slavery Act Transparency Statement

Abelian UK Ltd is a company that specialises in providing Soft Facilitates Management to businesses and academic institutions within London and the Home Counties. Abelian UK Ltd manages a wide variety of commercial cleaning service contracts operating across a diverse range of sectors including: academic, public sector, leisure, commercial, financial, healthcare and legal.

This statement has been prepared by us to show our compliance to the Modern Slavery Act (MSA) and details our actions and activities we have implemented within our company structure to ensure modern slavery is an area that we continue to improve upon, manage and integrate within our company's future growth.

Our supply chain

We work to create an openly transparent supply chain and mode of operations. Our supply chain contains a number of vendors from within the United Kingdom (UK) to which we use. We manage the global reach of all suppliers by working where absolutely possible, and where resources allow with only Tier 1 suppliers.

Abelian UK Ltd implements a risk assessment to all vendors that are already part of, and those that are in the process of applying to become a member of our supply chain in line with the MSA.

- Identify if the vendors are compliant with the modern slavery requirements
- Determine if products used in the supply chain are from countries that are determined to be high risk areas.
- Understand, if any, the risk areas of the supplier. This is inclusive of employees, contractors, branched supply chain and third-party labour providers.

If we determine any supplier either within our supply chain or those that are under consideration to become a vendor are in breach of the MSA we follow the appropriate protocol to inform the required personal. If the outcome of the risk assessment determines we must implement contractual obligations to manage our suppliers and reduce the risk of modern slavery, we will do so. This risk assessment has enabled Abelian's supply chain to not be negatively impacted by modern slavery or human trafficking.

Our policies

Abelian UK Ltd has policies that outline how we manage all areas of our company in line with MSA. The controls that stem from our policies enable us to prevent and minimise to the highest degree any slavery or human trafficking taking place within our immediate company structure or supply chain.

- Recruitment Policy: All employees are checked in accordance to law to ensure they are legally liable to work (in accordance to Immigration, Asylum and Nationality Act 2006) at the interview stage. We ensure working conditions for every member of staffs are managed to ensure a safe and protected environment.
- Training Policy: All staff members undergo compulsory training. Training is given specific to the job role as well as information regarding slavery and human trafficking.
- Corporate Social Responsibility: To ensure all areas of our company not only work in line with MSA but also minimise any negative impact Abelian UK Ltd has on society and the environment.
- Code of Conduct: Ensuring all staff members and the supply chain vendors used in line with Subcontracting services work to promote the welfare, safety and integrity of Abelian UK Ltd.

Policies are made available to all employees and supply chain vendors in multiple formats and delivered during compulsory training. An induction pack is given on commencement of employment, policies are made available via our open network to staff who work within the Regional Office.

Key Performance Indicators

The measures that have been taken to demonstrate that slavery and human trafficking is not part of our business nor supply chain are as follows:

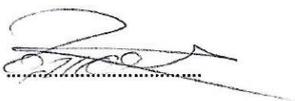
- Developed a Modern Slavery and Human Trafficking training manual that is mandatory to all staff
- All suppliers are risk assessed to ensure they are compliant with the MSA
- Suppliers are assessed post acceptance of the supply chain for their compliance with the Code of Conduct policy ongoing

Our next steps in our commitment to ensuring slavery and human trafficking are not part of our company structure.

Although we have taken steps thus far, Abelian UK Ltd are committed to taking further steps in our method to ensure slavery and human trafficking is not part of our company structure throughout the next financial year. Our steps are as follows:

- Continue to monitor the Key Performance Indicators as listed above. Consideration will be given if there is a need to amend these KPI's
- Continue to update and improve the training packages provided to all staff members in light of new knowledge
- Work to manage and train our vendors within our supply chain to ensure they are delivering on all levels of our Code of Conduct policy
- Monitor the vendors of our supply chain that are listed as a subcontractor and perform intermittent risk assessments on the nature of their business
- Work to develop a Modern Slavery & Human Trafficking Policy that will be given in addition to all training and allocated to our supply chain vendors

This statement is made on behalf of Abelian UK Ltd and its affiliated undertakings in accordance to section 54(1) of the Modern Slavery Act 2015.

A handwritten signature in black ink, appearing to read "Pedro Fernandes". The signature is written in a cursive style and is positioned above a horizontal dotted line.

Pedro Fernandes
Managing Director