

# Anti-Slavery and Human Trafficking Policy Statement

ICE Services provide a comprehensive plumbing, gas, facilities, heating and water management service for industrial, commercial and domestic customers.

This policy reflects our commitment to acting ethically and with integrity in all our business relationships, in compliance with the Modern Slavery Act 2015.

In order to minimise the risk of modern slavery in our supply chain, where possible, we build long standing relationships with local suppliers and make clear our expectations.

There are currently no parts of our business or supply chain where we have identified a risk of slavery and/or human trafficking taking place.

## It is ICE Services' policy to ensure that:

- employment is freely chosen
- working hours are not excessive
- working conditions are safe and hygienic
- no child labour is exploited
- a fair wage is paid

- no harsh, cruel or degrading practices exist
- no discrimination is practiced
- no entitled benefits or rights are withheld
- no bribery or corruption is practiced

*ICE Services' Staff, Suppliers and Service Partners are required to comply with this Policy, and any concerns of potential breaches of this Policy are to be reported to Shaun Matthews, Managing Director, who will act upon them.*



Shaun Matthews, Operations Director  
**November 2016**