

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
March 2024

Anti-Slavery and Human Trafficking Policy Statement

Declaration:

I confirm that I have read, understood and communicated throughout my organisation (where applicable) ICE Services' Anti-Slavery and Human Trafficking Policy Statement dated **June 2023**, and that any concerns of potential breaches of this Policy, by my organisation or any of my organisation's service partners or suppliers, will be reported to Shaun Matthews, Managing Director of ICE Services.

Name: _____

Job Title: _____

Organisation: _____

Email address: _____

Signature: _____

Date: _____

Please return by email to Karen.butler@iceplumbingFS.co.uk within 2 weeks of receipt of this policy.

Thank you for your co-operation.