

365 FACILITIES

Triosgroup Ltd (branded as SPIE 365 Facilities)

SLAVERY AND HUMAN TRAFFICKING STATEMENT AND POLICY

Introduction

This Policy outlines the efforts Trios will make to seek to eradicate human trafficking and slavery. Slavery and human trafficking remains a hidden blight on global society. Trios opposes any use of slavery or human trafficking and fully supports the promotion of ethical and lawful business practices within the workplace and its supply chain.

Overview

Trios Group Pie is a national provider of facility and property related services covering public and private sectors including commercial, health, distribution, leisure and retail markets both on static and multiple site portfolios. The Trios Group of Companies has a combined annual turnover in excess of £36m.

Our Business

Our business is organised into four main business units: Trios Property, Trios Compliance, Trios Secure and Trios Skilz.

Our Policy on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

The workplace practices that we expect from our suppliers include:

- Suppliers are not to use slave labour, illegal child labour or forced labour
- Suppliers shall follow all applicable laws and directives pertaining to conditions of employment, minimum age requirements, number of hours worked, wages, overtime, health and safety etc.
- Suppliers will, periodically be asked to certify that they conform to the expectations described in the policy and all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.
- Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour
- With regard to national or international supply chains, our contacts are with UK Companies and Branches and we expect these entities to have suitable anti-slavery and human trafficking policies and procedures. We expect each entity to at least adopt "one-up" due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistleblowers

Supplier Adherence to our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. If a supplier is found in violation of this policy, Trios will take prompt, remedial measures to address violation.

The Trios Group of Directors hold responsibility for the compliance of this policy.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to all relevant members of staff and an ongoing training programme is in place to ensure continued compliance.

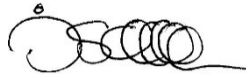
Our Effectiveness in Combating Slavery and Human Trafficking

We use the following Key Performance Indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains

- Use of labour monitoring and payroll systems
- Level of communication and personal contact with the next link in the supply chain and their understanding of, and compliance with, our expectations.

This Policy Statement is made pursuant to section 54(1) of the Modern Slavery 2015 and constitutes our group's slavery and human trafficking statement for the current financial year

Director of Operations



Date...31/05/2017