



Modern Slavery Act 2015 – Company Statement

Bowden's Cleaning Service Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Bowden's Cleaning Service Ltd. is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. Bowden's Cleaning Service Ltd. wants all its staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our Workforce

Bowden's Cleaning Service Ltd. Employ all its own operatives directly following a recruitment and people management process, this ensures:

All prospective employees are legally entitled to work in the UK, have the relevant paperwork and Identification checks prior to starting employment.

Employees are given terms and conditions of employment and are employed on a permanent basis.

We strive to be flexible with shift patterns where possible that fit the lifestyle of the employee and out of work commitments.

Wages are paid via BACS direct to account in the employee's name following the national living wage guidelines as a minimum standard.

Bowden's Cleaning Service Ltd. assess itself to have a low risk of Modern Slavery and Human Trafficking in our business due to our recruitment processes and the management of its employees. Our workforce is confined to a regional area where all those employed are recruited and managed within one base.

Supply chain

Bowden's Cleaning Service Ltd. does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in modern slavery or compulsory labour.

Our supply chains are limited, we procure goods and services from the local area and business to business where possible.

Our bulk purchases are purchased direct from reputable UK manufacturers.

Embedding the principles

The principles will continue to be embedded by the following activities:

- Provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Involve ourselves in taking part in partnership agency's e.g. Bitesize initiatives and awareness in our local community and those communities we work within.
- Encourage our employees working within the local housing sector communities to report 'something that doesn't feel/look right'
- Be a responsible employer with consideration that modern slavery risks are prevalent in our sector and prevention measures are continually reviewed Bowden's Cleaning Service Ltd.' policy review process as an employer and procurer of goods and service.
- Continue to take action to embed a zero-tolerance policy towards modern slavery.
- Ensure that staff involved in buying/procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.



Bowdens Cleaning Services Limited
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Registered in England and Wales No. 11300778



This statement has been approved by the Bowden's Cleaning Service Ltd. Director and constitutes our slavery and human trafficking statement for the year ending **31 December 2021**. This statement will be reviewed and updated annually.



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