



## Fortis Property Services Group Limited

# Modern Slavery & Human Trafficking Policy

**Approved by:** Gavin Kelly

**Job Role:** Managing Director

**Signed:** *Gavin Kelly*

**Date:** 02 June 2025

This policy must be reviewed by the following date:

**June 01, 2026**

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| <b>Company Name:</b> | Fortis Property Services Group Limited | <b>Doc ref:</b>  | Modern Slavery Policy 2025-26 |
| <b>Approved By:</b>  | Gavin Kelly (Managing Director)        | <b>Issue No:</b> | 01                            |
| <b>Review Date:</b>  | June 01, 2026                          | <b>Status:</b>   | CURRENT                       |

**Introduction:**

Modern slavery and human trafficking are grave violations of fundamental human rights, encompassing practices such as forced labour, bonded labour, child labour, human trafficking, and servitude. These practices exploit vulnerable individuals for personal or commercial gain and have no place in today’s society.

At Fortis Property Services Group Ltd, we recognise that modern slavery can occur in any sector or industry, including property services and security services.

As a company, we are deeply committed to acting ethically, transparently, and responsibly to ensure that modern slavery and human trafficking are not present in our business operations or supply chains.

This policy reflects our legal obligations under the Modern Slavery Act 2015 and our moral responsibility to uphold human rights and dignity. It outlines the steps we take to identify, prevent, and address risks related to modern slavery and trafficking.

Modern slavery undermines human freedom and economic stability. By implementing robust measures and working closely with our employees, contractors, subcontractors, and suppliers, we aim to foster an environment of accountability, respect, and integrity in everything we do.

Through this policy, we affirm our commitment to safeguarding human rights, promoting ethical practices, and ensuring that Fortis Property Services Group Ltd is a trusted and responsible employer and service provider.

**Scope:**

This policy applies to all employees, contractors, sub-contractors, suppliers, and business partners working with or for Fortis Property Services Group Ltd.

**Our Legal and Moral Obligations:**

Fortis PSG acknowledges its legal obligations under the Modern Slavery Act 2015 to ensure transparency in supply chains and business operations. Beyond legal compliance, we commit to upholding human rights as outlined in the Universal Declaration of Human Rights and International Labour Organisation (ILO) conventions.

We will:

- Ensure our operations do not contribute to slavery, forced labour, or human trafficking.
- Promote ethical practices throughout our supply chain.
- Foster awareness and vigilance to identify and combat modern slavery risks.

We expect the same high standards from all our contractors, sub-contractors, suppliers and other business partners. As part of our contracting processes, we require specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect that our suppliers will hold their own suppliers to the same high standards.

**Responsibilities:**

**Leadership & Governance:**

- The board of directors is responsible for ensuring compliance with the Modern Slavery Act 2015.
- Senior management will oversee the implementation of this policy and allocate resources to mitigate risks.

**Employees:**

- All employees are required to read and adhere to this policy, report concerns, and participate in training programs.

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- Training on this Policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

**Contractors, Subcontractors, and Suppliers:**

- Must agree to abide by Fortis PSG’s supplier code of conduct.
- Must demonstrate compliance with ethical labour practices upon request.

**Our Commitment**

Fortis PSG is committed to:

**Assessing and Managing Risks:**

- Conducting regular risk assessments to identify areas vulnerable to modern slavery within our operations and supply chains.
- Vetting all contractors, subcontractors, and suppliers to ensure compliance with modern slavery laws.
- Requiring due diligence from all partners, including evidence of ethical sourcing and labour practices.

**Training and Awareness:**

- Providing training to employees and relevant stakeholders on recognizing and addressing modern slavery and trafficking risks.
- Ensuring all staff, particularly those involved in procurement and supplier management, understand their responsibilities.

**Supply Chain Due Diligence:**

- Establishing a robust supplier code of conduct that prohibits the use of forced labour, child labour, or any form of exploitation.
- Auditing suppliers and contractors to verify compliance with ethical standards.
- We communicate our zero-tolerance approach to modern slavery in our business and supply chains to all suppliers at the outset of our business relationship with them. We reinforce this message as appropriate on an ongoing basis.

**Transparency and Reporting:**

- Publishing an annual Modern Slavery Statement outlining actions taken to address slavery risks in accordance with Section 54 of the Modern Slavery Act 2015.
- Encouraging open reporting of any concerns about unethical practices through a whistleblowing mechanism.

**Continuous Improvement:**

- Regularly reviewing and improving policies, procedures, and practices to align with evolving legal and ethical standards.

**Reporting Concerns:**

Fortis PSG maintains a confidential whistleblowing mechanism for reporting concerns about modern slavery or unethical practices. Reports can be made anonymously and will be investigated promptly and thoroughly.

**Contact:**

Gavin Kelly  
 gavin.kelly@fortispsg.co.uk  
 0203 859 9588

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**Breaches of this Policy:**

Non-compliance with this policy by employees, contractors, or suppliers may result in:

- Disciplinary action, including dismissal.
- Termination of contracts.
- Legal action, where necessary.

**Monitoring and Review:**

This policy will be reviewed annually to ensure its continued effectiveness and alignment with legal requirements and best practices.

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