



[www.be1group.co.uk](http://www.be1group.co.uk)

# **BE1 Property Services**

## Modern Slavery Act Statement

# Modern Slavery Act Statement

At BE1 Property Services Ltd (referred to in this statement as “We”, “the Organisation” and “BE1 Property”), We are fully committed and support the Government’s objectives to eradicate Modern Slavery. We are committed to acting ethically and with integrity in all of our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in our own business or in any of our supply chains anywhere in the world.

This Modern Slavery Statement is made by BE1 Property for the purposes of the Modern Slavery Act 2015 in respect of the financial year ended 31 March 2025.

For purposes of this Statement, “Modern Slavery” encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse, or threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or having restrictions placed on freedom of movement

## 1. Structure and Business

BE1 Property is a leading supplier of property maintenance services. It is headquartered in London, England and operates throughout the UK.

The Organisation’s trading website, [www.be1group.co.uk](http://www.be1group.co.uk) provides further details of the services we offer customers. The Organisation employs staff at its UK sites across Dorset and London.

## 2. Policies in Relation to Modern Slavery

BE1 Property recognises its responsibilities to prevent Modern Slavery. We are committed to complying with the provisions in the Modern Slavery Act 2015 through continuous review of practices in relation to both our own labour force and the labour force employed by its suppliers.

In terms of our own employees, We ensure that all employee working hours are within limits set by applicable legislation. All employees are paid at least in accordance with the National Living Wage. We pay particular attention to providing safe and environmentally friendly working conditions.

We occasionally require temporary workers to work at our UK sites, for example, to meet short-term peaks in demand for our products and services. These workers are employed via reputable recruitment agencies. We require these agencies to ensure that all temporary workers have valid documentation and the right to work in the UK.

In terms of our supply chains, we do not knowingly enter into or continue to do business with any other organisation which supports or is found to engage in practices amounting to Modern Slavery.

We have a number of policies that exist with the aim of protecting the welfare and basic human rights of employees within our business, subcontractors and our supply chains. The policies reflect our commitment to acting ethically and with integrity in all our business relationships, helping to ensure that Modern Slavery is not taking place anywhere in our business. We expect all those in our supply chains to comply with this approach. Key policies include an anti-bribery policy and whistleblowing policy.

### **3. Due Diligence Processes**

All subcontractors and temporary workers engaged by the Organisation must:

- Provide valid photographic ID, which includes their date of birth.
- Prove their right to work in the UK.
- Where applicable, submit public liability insurance documentation.
- Confirm they are not involved in any illegal or unethical labour practices.
- Agree not to further subcontract any works without prior written approval.

We have also continued with our programme of physical on-site inspections and audits. Members of the Organisation's Executive Leadership Team also periodically attend the audits.

### **4. Risk Areas & Mitigation of Risk**

A key area of risk in BE1 Property's normal course of business is within our supply chain for the goods We buy from suppliers.

To mitigate this risk, We work only with UK-based suppliers who are subject to UK employment law and trading standards. Where possible, we review supplier modern slavery or ethical trading statements during onboarding or procurement processes..

Our indirect supply chain, through which we purchase goods through intermediates, also exposes us to Modern Slavery risk. This continues to be a target area for further review and corrective action, if necessary.

## 5. Focus Going Forward

Our focus going forward is as follows:

- Continue to review our arrangements with suppliers to enhance our contractual force in respect of the measures we expect our direct and intermediary suppliers to take to prevent Modern Slavery.
- Continue our programme of supplier audits.
- Raise awareness of Modern Slavery, both within our business and our supply chains, through training.
- Focus on our supply chain with intermediates.

This statement on Modern Slavery is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our statement for the financial year ending 31 March 2025. This policy statement was approved by our Board of Directors.

## 6. Enforcement and Escalation

Should any subcontractor or supplier be found in breach of modern slavery legislation, their relationship with BE1 Property will be terminated immediately and reported to the appropriate authorities if required.

**Michael Barnes**

Director, Operations

20 May 2025