

## Modern Slavery and Human Trafficking Policy

Ecoserv Group is committed to driving out acts of modern-day slavery from within its own business and from within its supply chains. The Company acknowledges its responsibilities in respect of the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

The organisational structure of the business is a regionally franchised model that supplies commercial cleaning and additional hard and soft services. Within the supply of cleaning operatives and services, there are relationships with external businesses for the sourcing of products. These, as well as the supplies of services, make up the supply chains within Ecoserv Group.

As part of the company's due diligence process into slavery and human trafficking, our supplier approval process will incorporate a review of the controls undertaken by the supplier. The level of management control required for this approval process will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Executive and Senior Management shall take the responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chains.

The policy statement will be reviewed annually and published.

A handwritten signature in black ink, appearing to be "Jean-Henri Beukes".

Jean-Henri Beukes  
Chief Executive Officer