Micronclean Limited Modern Slavery Statement for the Financial Year Ending 31st December 2021

Our Business

Micronclean is one of the UK’s leading providers of laundered garment, mopping and cleanroom cleaning services, and an international supplier of manufactured and third-party consumables. Micronclean employs over 400 people across the UK with most of these being based at our three main production sites in Lincolnshire. Micronclean India, employs over 50 people who are based at our garment servicing facility in Bangalore.

Micronclean has been owned and managed by one family since the 1920’s and throughout our history, we have focused on quality, innovation, attention to detail and customer care. These attributes have been formalised into the SKIEs programme which covers Stewardship, Knowledge, Innovation and Excellence. The SKIE’s attributes provide a compass for our strategic direction, help inform the multitude of day-to-day business decisions and keep our customers firmly at the centre of everything we do.

More information about our SKIES can be found at https://www.micronclean.com/about-us/skies.

Our Supply Chain

Our supply chain is global – over the last year we have transacted with over 600 suppliers from 25 different countries. Our supplier network provides our raw materials and components for manufacture, plus the range of third-party products for resale within the UK and International Export markets. The performance of our supply chain reflects the quality of our product/services, and our supplier relationships are critical to the innovations that we wish to implement.

We operate via a centralised procurement function that manages our supply chain network from our head office in Skegness, England.

Micronclean aims to have systems in place which adequately identify and assess the risk of modern slavery and human trafficking within our supply chains. Micronclean does not and will not work with any suppliers who are connected to modern slavery and human trafficking, and we reserve the right to terminate a supplier relationship should a risk of modern slavery and human trafficking be apparent within the supply chain.

Our Standard Operating Procedures set out the requirement for due diligence prior to trading with any new supplier, on a change of supplier ownership and on the start of the 3rd year of an existing supplier relationship. Our checks are intended to mitigate the risks of trading with suppliers who are not financially stable and who are involved in or suspected to be involved in activities under the scope of the Modern Slavery Act 2015.

In addition to our due diligence, Micronclean strives to have regular communication with our suppliers, encouraging regular feedback on their operations and empowering connected parties to speak up about any unlawful activity – the integrity we expect from our suppliers is in line with our core values, SKIEs. During the Covid-19 Pandemic, Micronclean has acknowledged the additional pressure put onto the supply chain, driven by the increased demand of the Medical and Pharmaceutical industry. We understood that for some suppliers this had an adverse effect on financial health and so we offered support to mitigate any risks associated with...
the introduction of forced labour further upstream of the supply chain, for example by relaxing our payment terms. As part of our regular communication, Micronclean also visits the sites of key suppliers to assess the risks associated to Modern Slavery and Human Trafficking. In 2021, these reviews have been remote due to Covid-19, although our aim is to return to in-person meetings in 2022.

**Our People**

At Micronclean the people are the heart of our business, and their safety and wellbeing are of the upmost importance to us. This includes taking steps to protect them from Modern Slavey and improving upon this year on year. Currently the actions that we have implemented in the business are as follows.

As Modern Slavery is not well known or part of day-to-day discussions, our primary aim so far has been to raise awareness and help all our staff to understand what modern slavery is. We now include a section in our company inductions so that all new employees are taught about Modern Slavery and how to recognise it. As part of their induction pack, they are also given information to take away and keep which includes the helpline numbers.

In addition, at our main Micronclean sites we display the posters from Stronger Together around the plants, which are in different languages so that staff can read them when at work to better understand Modern Slavery and how they can report it.

Key members of the Micronclean HR Team have also received the training from Stronger Together and we hope to roll out this training as well as more detailed internal awareness training to more employees this coming year. We plan to raise awareness further by featuring articles in our Company newsletters.

On behalf of Micronclean Limited, confirming this statement has been approved by the Board of Directors

Name: Robert Parker
Title: Managing Director
Signed: