

Anti – Modern Slavery Policy

Armos Cleaning Solutions is dedicated to operating with the highest ethical standards and promoting human rights across all aspects of our operations. We are committed to preventing modern slavery, forced labour, and human trafficking within our organization and supply chain. This policy outlines our approach and commitment to eradicating these practices.

Policy Statement:

We unequivocally condemn all forms of modern slavery, including forced labour, human trafficking, and exploitation. Our commitment extends to ensuring that such practices have no place within our operations, as well as the operations of our suppliers, partners, and subcontractors.

Responsibilities:

Management: Senior management at Armos Cleaning Solutions is responsible for establishing and maintaining a culture that does not tolerate modern slavery. They are accountable for promoting awareness and adherence to this policy.

Employees: All employees are expected to familiarize themselves with this policy and actively participate in its implementation. They are encouraged to report any concerns related to modern slavery or unethical practices.

Supply Chain: We expect our suppliers, partners, and subcontractors to share our commitment to eradicating modern slavery. We conduct due diligence to ensure that our supply chain is free from such practices.

Preventive Measures:

Supplier Screening: Prior to engaging with any supplier, we conduct thorough assessments to identify potential modern slavery risks in their operations.

Supplier Agreements: Our supplier agreements include provisions that explicitly prohibit modern slavery and require suppliers to adhere to ethical labour practices.

Training and Awareness: We provide regular training and resources to our employees to raise awareness of modern slavery and to empower them to identify and report any suspicious activities.

Reporting Mechanisms: We maintain open channels for reporting concerns related to modern slavery. Employees, suppliers, and other stakeholders can report any suspicions or incidents confidentially.

Investigations and Remediation:

Should any allegations or suspicions of modern slavery arise, Armos cleaning Solutions committed to conducting thorough investigations. If instances are identified, appropriate actions will be taken to remedy the situation and prevent reoccurrence.

Review and Improvement:

We regularly review and update our Anti-Modern Slavery Policy to ensure its effectiveness and alignment with best practices. We seek opportunities for improvement to enhance our commitment to eradicating modern slavery.

This Anti-Modern Slavery Policy reflects our unwavering commitment to fostering a work environment and supply chain that respects and upholds human rights. We are dedicated to continuous improvement and working collaboratively with all stakeholders to eradicate modern slavery in all its forms.

Juan Diaz Vargas
Director
Armos Cleaning Solutions
January 2023

Supplier Code of Practice: Modern Slavery

Introduction:

This Supplier Code of Practice outlines the expectations and standards that Armos Cleaning Solutions requires from all our suppliers, partners, and subcontractors to prevent modern slavery, forced labour, and human trafficking within their operations and supply chains. We are committed to promoting ethical and responsible practices and expect our suppliers to share in this commitment.

Policy Statement:

We condemn all forms of modern slavery, including forced labour, human trafficking, and exploitation. We require our suppliers to adhere to this principle and implement measures to prevent and address modern slavery within their operations and supply chains.

Expectations and Commitments:

Legal Compliance: Suppliers must comply with all applicable laws and regulations related to modern slavery, forced labour, and human trafficking in the countries they operate.

Forced Labour and Human Trafficking: Suppliers shall not use any form of forced, bonded, indentured, or involuntary labour. Human trafficking is strictly prohibited.

Child Labour: Suppliers shall not employ individuals below the legal working age as per the laws of their respective countries.

Working Conditions: Suppliers must provide safe and healthy working conditions for all employees and ensure fair and equitable treatment, including reasonable working hours and proper wages.

Ethical Recruitment: Suppliers shall not engage in deceptive or exploitative recruitment practices and ensure that recruitment fees are not borne by the workers.

Wage and Benefits: Workers must be paid wages that meet or exceed legal minimums and include all legally mandated benefits.

Freedom of Association: Suppliers shall respect the rights of workers to associate freely and join labour unions in accordance with local laws.

Reporting Mechanisms: Suppliers must establish mechanisms for workers to report concerns related to modern slavery without fear of retaliation.

Subcontractors and Partners: Suppliers shall ensure that their subcontractors and partners also adhere to these principles and implement adequate safeguards against modern slavery.

Compliance and Verification:

Supplier Assessment: Armos cleaning Solutions reserves the right to conduct assessments to verify compliance with this Supplier Code of Practice.

Remediation: In case of identified instances of modern slavery or non-compliance, suppliers shall promptly take corrective actions and implement measures to prevent reoccurrence.

Review and Improvement:

This Supplier Code of Practice will be reviewed periodically to ensure its alignment with best practices and evolving legal requirements. Suppliers are encouraged to proactively engage with us to enhance our collective efforts in preventing modern slavery.

By adhering to this Supplier Code of Practice, we collectively contribute to a supply chain free from modern slavery, fostering ethical and responsible practices within our industry.

Juan Carlos Diaz
Director
Amos Cleaning Solutions
Date: January 2023