Modern Slavery Policy

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Modern Slavery Policy

Zenith Holdings Ltd (Zenith Holdings), comprising of Zenith SAS Ltd and Zenith Property Conservation Ltd, is committed to improving all business practices to ensure that slavery and human trafficking is not taking place anywhere within our business or within our supply chain.

We abhor slavery and human trafficking and are totally opposed to such abuses in our direct operations, our indirect operations, and our supply chain. We aim to have the right policies, processes, and procedures in place, and we are always looking to improve within our own business and to help our subcontractors and customers expose and eliminate human rights abuses in their supply chains.

We recognise that some areas of our operations, such as the use of agencies and subcontractors, may be more susceptible to human trafficking and slavery. As such, we have adequate resources, processes, and safeguards in place to protect all workers from the risks of modern slavery; and we work closely with subcontractors to verify their existing processes and to develop our own risk assessments.

Implementation

Zenith Holdings prohibits the use of child labour and forced, bonded, trafficked, imprisoned, indentured or compulsory labour at all its sites (either directly or via subcontractors or agencies). No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work. Punishments and physical and mental coercion are prohibited.

Zenith Holdings does not employ any person below the age of fifteen years in the workplace. We are a strong advocate of the Living Wage and strongly support fair pay at work. All directly employed and regular third party contracted staff are paid on or above the Living Wage.

Due to the technical qualifications required in our industry, we would rarely use foreign labour due to the type of work we carry out and the qualifications, however the verification of the right to work in the UK is part of our recruitment procedures.

Staff are provided with training on identifying key indicators of modern slavery in the workplace. These include in relation to a person’s physical appearance (untreated injuries or appearing withdrawn for example), working conditions, behaviour, accommodation, finances, and level of freedom (for example they may show signs that their movements are being controlled or have no access to medical care).

As part of our company induction and supplier approval process we take action to ensure that our modern slavery policies, and procedures are communicated to all employees, and, where necessary and appropriate, to suppliers, subcontractors, and business partners.

By setting the tone of how we wish to do business, we want to work with our suppliers, and other organisations, to show them how doing the right thing will not only benefit them and strengthen their operations but will also play a vital part to help eradicate modern slavery.

Monitoring & Audit:

We regularly review and revise these procedures, controls, and risk criteria to ensure they remain up to date with applicable laws, regulations, and best practices. Our programme reviews also consider results from relevant internal audits, reviews, and investigations.

Reporting:

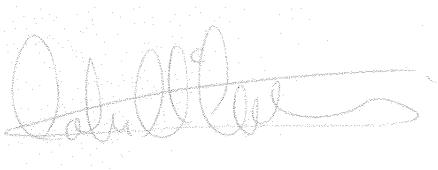
We encourage employees, contractors, and third parties to raise any concerns about potential modern slavery through:

- Line management
- Compliance/HSE team
- Anonymous reporting channels

Modern Slavery & Exploitation Helpline (UK-wide)
📞 08000 121 700
Available 24/7 for advice, reporting concerns, or seeking help.

Police (if someone is in immediate danger)
📞 999

Non-emergency Police (to report concerns that aren't urgent)
📞 101



Colin McCurdy
Managing Director

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