



# **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

## **Introduction**

Omni Facilities Management remains fully committed to preventing modern slavery and human trafficking in all aspects of its business activities and supply chains. We recognise our responsibility to ensure that our operations, partnerships, and supply chains do not contribute to or support modern slavery in any form.

## **Our Business**

We are a leading provider of bespoke outsourced housekeeping services to over 140 hotels across the UK, the Netherlands and South Africa. Employing over 3,700 people, Omni supports some of the world's most prestigious global hotel brands. Our Head Office is based in the United Kingdom.

## **Our Commitment**

Omni acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015.

We recognise that this requires ongoing review and continuous improvement of our internal practices, as well as careful management of our supply chains.

We are committed to:

- Continuously improving our practices to combat slavery and human trafficking
- Acting ethically and with integrity in all business relationships
- Taking reasonable and proportionate steps to ensure that slavery and human trafficking are not taking place within our business or supply chains

Omni does not knowingly engage with any organisation, in the UK or internationally, that supports or is involved in slavery, servitude, or forced or compulsory labour.

We maintain robust procedures in relation to recruitment and the engagement of third-party providers to identify and mitigate risks of modern slavery.

We ensure that no labour used in the provision of our services is obtained through slavery or human trafficking and that we comply fully with all relevant UK employment legislation.

## **Our Policies**

### **SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking within our business or supply chains.



Our Anti-Slavery Policy reflects our commitment to ethical conduct and includes effective systems and controls to prevent exploitation.

Our supply chains include, but are not limited to, sourcing temporary staff for our clients as well as for our own operations. We expect all suppliers to:

- Maintain high ethical standards
- Operate in a legally compliant and professional manner
- Adhere to our Supplier Code of Conduct
- Promote these standards within their own supply chains

This may include:

- Reviewing supplier contracts with termination clauses where risks are identified
- Assessing and monitoring risks within supply chains
- Conducting impact assessments
- Implementing action plans where required
- Maintaining a zero-tolerance approach to modern slavery

## **POTENTIAL EXPOSURE**

The Company considers its main exposure to the risk of modern slavery to be within third-party suppliers, particularly where labour is provided within the UK.

While our exposure is considered relatively low due to the controls we have in place, we remain vigilant and committed to continuous improvement.

We carry out due diligence processes on suppliers and regularly review their practices. To the best of our knowledge, we have not engaged with any organisation involved in modern slavery.

## **STEPS TAKEN TO TACKLE MODERN SLAVERY**

As a business, we take the following steps to ensure compliance:

- Maintaining a clear and transparent Modern Slavery Statement
- Ensuring senior leadership commitment, with board-level accountability
- Defining clear objectives to prevent modern slavery
- Conducting due diligence checks on suppliers and contractors
- Carrying out site visits, document reviews, and worker interviews where appropriate
- Holding regular supplier and contractor meetings to reinforce expectations
- Implementing Supplier Code of Conduct agreements
- Using systems to monitor compliance and take action where standards are not met
- Requiring suppliers to conduct their own due diligence
- Providing training to staff and contractors on identifying risks
- Maintaining robust recruitment and onboarding processes
- Encouraging open communication and employee wellbeing monitoring

## **Due Diligence**

Our supply chain providers are primarily based in the UK, and we expect them to have appropriate anti-slavery policies and procedures in place.

We operate a zero-tolerance approach to modern slavery and expect all suppliers and contractors to uphold these standards.

We maintain systems that:

- Encourage the reporting of concerns
- Protect whistleblowers

## **TRAINING**

Management teams are responsible for compliance within their departments and supplier relationships and receive appropriate training.

All employees receive induction training that outlines company policies, procedures, and expectations, including awareness of modern slavery.

We provide ongoing training to ensure employees are able to identify and report potential concerns.

## **Policies**

Our approach is supported by the following policies:

- Modern Slavery Policy
- Corporate Social Responsibility Policy
- Supplier Code of Conduct
- Supplier Agreements
- Recruitment Policy

## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

The Company uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Labour monitoring and right-to-work checks
- Payroll audits
- Ongoing communication with suppliers
- Regular review of policies and working practices



## REPORTING CONCERNS

Employees can report any suspicions of slavery either through the Company's Public Interest Disclosure (Whistleblowing) policy or externally to the Modern Slavery Helpline. Details are set out below:

- <https://modernslavery.co.uk/contact.html>
- 0800 0121 700

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Omni Facilities Management's modern slavery and human trafficking statement for the financial year ending March 2026.

### **Riaz Ladha, Chairman**

Omni Facilities Management Limited

**Name:** Riaz Ladha

**Signature:** *R.Ladha*

**Position:** Chairman

**Date:** 05 May 2026