Modern Slavery Statement

About This Statement

This statement is issued pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the measures that Ace Janitorial Supplies Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

This statement relates to the activities of Ace Janitorial Supplies Ltd for the 12-month financial reporting period beginning 01 April 2025 and ending 31 March 2026

This statement has been approved by the Board of Directors and will be reviewed annually. A signed copy is held at the Company's registered office and copy is available to view on the home page of our website.

About Our Organisation

Established in 1971 Ace Janitorial Supplies Ltd is a family run independent company with a turnover of over £3.6 million from a stock line of over 3,000 products and is a member of The Jangro Group, the largest network of independent janitorial distributors in the UK and Ireland.

We are an independent janitorial supplies distributor, with a trading operation in the United Kingdom controlled by a board of directors.

Our Registered Office is 694-698 Attercliffe Road, Sheffield, S9 3RP.

We employ 18 full-time and 2 part-time staff within our organisation.

Our core customer base comprises local authorities, contract cleaning and facility management companies, hospitals, care homes, schools and businesses operating in the leisure and tourism industries, within the UK.

Our Values and Commitments

Ace Janitorial Supplies Ltd recognises that our people are our greatest asset We believe that all workers, in our own organisation and across our supply chain should be treated with respect and in accordance with our workplace and human rights policy standards and expectations.

We will not engage in or subject our suppliers to purchasing practices that may negatively affect workers human rights and sustainability, such as aggressive pricing, short lead-times for high-volume orders, late or extended payments and unfair penalties, and similarly will not accept goods that do not comply with our purchasing/procurement specifications.

We believe that it is important to act with integrity in our business relationships and take all reasonable and practical steps to ensure that our standards are being implemented throughout the businesses of our suppliers and that all relevant local legislation and international regulations are complied with.

We expect all those within our supply chain to understand and comply with our values and Ace Janitorial Supplies Ltd will only trade with suppliers that fully comply with our policy requirements or those that verifiably demonstrate they are taking steps towards compliance.

Our Policies

Ace Janitorial Supplies Ltd.'s values are supported and communicated through our policies, procedures, and training, setting out our standards and expectations of the performance and conduct of our employees and suppliers.

Our policies are available on our website: -

Modern Slavery and Human Trafficking Policy

- Describes the measures that Ace Janitorial Supplies Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chains.
- Sets out our expectations of our suppliers and their subcontractors in terms of the protection of human rights and their capacity to confirm the steps they have taken to eradicate modern slavery and human trafficking in their business.
- Training, communication of, and compliance with the policy.

Ethical Code of Conduct

- Describes our commitment to behave in a professional, socially responsible, and ethical manner, and encompasses integrity, diversity and inclusion, modern slavery and human rights, health and safety provisions, managing, measuring and mitigating our environmental impacts, anti-bribery policy, whistleblowing and confidentiality, and GDPR.
- The policy clearly relates our expectations of both employees and suppliers.

Employee Code of Conduct

- Clearly sets out the principles of the code of conduct and areas of zero tolerance, such as unsafe, illegal and unethical working practices, violence and aggression, discrimination, bullying and harassment, bribery and corruption, and retaliation or action against whistleblowers.
- Specifies our expectations of employees regarding their behavioural conduct at work, compliance with the law, proper use of resources and consequences of their misuse, fraud, data protection, IT and use of social media, media contact, and guidance and reassurance for whistleblowing.

Recruitment and Selection Policy

- Sets out our approach to fairly and effectively recruiting people to deliver the Company's objectives, from raising/advertising vacancies, through our selection process with the relevant checks, and our offer of employment to successful candidates detailing the mandatory probation period.
- The policy includes the rights of temporary, fixed term contract appointments and agency workers. under the Agency Worker Regulations.
- Clarity of required candidates' disclosures and information, and our notifications to candidates are outlined. Confidentiality safeguarding through our GDPR processes is stated.

Equality, Diversity, and Inclusion Policy

- States our commitment to equality, fairness and respect for our employees and our requirement of their equal commitment to the policy under the Equality Act 2010.
- Outlines our beliefs and values and the benefits of treating people fairly, equally and accepting diversity with clear undertakings to ensure this.
- Describes training staff about their rights and responsibilities under the policy and the consequences of acts of bullying, harassment, victimisation, and discrimination, including the treatment sexual harassment as a criminal matter.

Our Supply Chains

We supply goods to almost 500 customers within the UK. Our core customer base comprises local authorities, contract cleaning and facility management companies, hospitals, care homes, schools and businesses operating in the leisure and tourism industries.

We are supported by over 150 tier 1 suppliers, the majority of which are UK based providing us with finished products, and approximately 25% providing us with the supplies, energy, and services we require to communicate with our customers and maintain the day-to-day running of our offices, warehouse complex and delivery fleet.

A proportion of our suppliers have parent companies, subsidiaries, or operations overseas sourcing/manufacturing a variety of raw materials and/or components that constitute some of our complete products.

Supply Chains Risks

Ace Janitorial Supplies Ltd understands that the geographic locations, markets, and regulatory systems associated with some of our product range may potentially pose a range of human rights risks in our supply chain arising from the countries in which these suppliers are based and/or the types of goods involved, including their sourcing of raw materials.

Through supply chain mapping and due diligence processes the below potential risks in our supply chain have been identified:

Supply Chain Risk Assessment

ILO Indicator	Tier 1 and 2 Supplier Locations			Audit Risk Rating	Mitigations
Audited Element (✓/×)	China	Malaysia	Romania	Low/Med/High	Enhanced Due Diligence:
Forced Labour	✓	✓	✓	Low	Teir 1 supplier compliance audits conducted in line with the International Labour Organization (ILO). fundamental conventions.
Child Labour	✓	✓	✓	Low	
Abuse of Vulnerability	✓	✓	✓	Low	
Deception	✓	✓	✓	Low	Provision of compliances inc. Modern Slavery Statement.
Restriction of Movement	✓	✓	✓	Low	
Isolation	✓	✓	✓	Low	Policies & procedures: Modern Slavery and Human Trafficking Policy; Ethical Code of Conduct etc.
Physical or Sexual Violence	✓	✓	✓	Low	
Intimidation and Threats	✓	✓	✓	Low	
Retention of Identity Documents	✓	✓	✓	Low	Approved supplier framework prequalification process for relevant standards and regulations.
Withholding of Wages	✓	✓	✓	Low	
Debt Bondage	✓	✓	✓	Low	
Abusive/Unsafe Working and Living Conditions	✓	✓	✓	Low	Social Compliance Auditing.
Excessive Overtime	✓	✓	✓	Low	

Due Diligence Process

To address risks of modern slavery and human trafficking we apply a systematic approach to engage with our framework of Jangro-approved suppliers, preferred suppliers and potential new suppliers through annual due diligence activities and standard procurement processes and practices, to identify high-risk geographical areas and/or types of raw materials.

Our due diligence process comprises the following steps: -

1. Assessment and review of geographic locations' potential human rights risks using a variety of data sources e.g. ILO (International Labour Organization) ILOSTAT guidance, Ethical Trading Initiative and Walkfree.org Global Slavery Index.

2. Supplier tender prequalification covering policies and procedures regarding codes of conduct, Social Values and Ethics, Governance Controls and Compliance Regulations.

3. Supply chain mapping to identify structures from Teir 1 suppliers and assess 'unknowns' of Teir 2 suppliers highlighting key areas of potential elevated concern.

4. Distribution of our Supplier Assessment Questionnaires to our Teir 1 suppliers to gain further visibility of structures and relationships with supply chains, including roles and responsibilities.

5. Review of received data from suppliers.

6. Continual improvement of supply chain mapping with new data integration.

7. Application of supplier risk-rating via supplier risk matrix.

Suppliers are required to comply with the Modern Slavery Act 2015, ensure relevant training of its staff; take all reasonable steps to ensure that modern slavery and human trafficking is not taking place in its business or supply chain and ensure that sub-contractors are bound by the same terms. Evidence must be provided to us upon request, and we have the contractual right to audit suppliers to ensure compliance of their obligations.

Our due diligence process ensures our portfolio of approved suppliers are regularly assessed to determine those which require further evaluations and/or audits.

New suppliers are subject to assessment for potential risks of modern slavery, human trafficking, and human rights as part of our supplier onboarding process.

Suppliers are requested to complete our Supplier Assessment Questionnaire and agree to comply with our Modern Slavery and Human Trafficking Policy and our Ethical Code of Conduct, and abide by the fundamental conventions, protocols and recommendations set out by the International Labour Organisation (ILO).

Strong contractual clauses into new and renewal supplier contracts to reinforce supply chain transparency

Remediation

We believe that working with suppliers to mitigate and remediate risks is the most effective way to improve their practices and in turn improve the lives of people working in facilities within the supply chain.

If findings of our due diligence process indicate that a supplier is not in compliance with our policies and code of conduct, or a concern has been raised, the issue will require prompt and full remediation through agreed action plans. Actions implemented to address issues will require verification via external assessment or audit.

Should identified issues persist, remain unresolved or the results of the remediation efforts are unsatisfactory we may be forced to suspend the affected supplier from our portfolio until proof of compliance is proven or terminate our relationship.

Measuring Effectiveness

To measure the effectiveness of our steps we will review the visibility of our supply chain through the refinement of our supply chain mapping and risk profiling process tracking the number of nonconformances identified.

The number of improvements or reductions of our risk ratings should also indicate the effectiveness of our efforts to mitigate the risk of modern slavery, human trafficking, and human rights in our supply chain.

We will look to improve our Modern Slavery Assessment Tool (MSAT) score annually. Our score at 31 July 2025 is 71%.

We will continually assess the effectiveness of our processes and identify opportunities for improvement.

Training on Modern Slavery, Human Trafficking and Human Rights

To ensure a good level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business we provide training to employees during our induction process and through refresher in-house training.

We also support the development of greater understanding around modern slavery-related supply chain risks in smaller, targeted training sessions with relevant staff, focusing on specific risks identified or relevant for procurement of goods categories and/or their related territories.

Our training is in line with data pertaining to and definitions of forced labour and related concepts (trafficking in persons, bonded labour, and slavery…) used by the International Labour Organization (ILO)

Additionally, through our membership of The Jangro Group, we collaborate with approved and potential new suppliers on the development of supply chain responsibility and best practices.

This statement has been developed through a process of consultation with the senior management team of Ace Janitorial Supplies Ltd and approved by our Board of Directors.

It is reviewed and updated annually.

Signature	
Name (Print)	Philip Cullumbine
In the capacity of (Designation)	Director
Authorised to sign for and on behalf of	Ace Janitorial Supplies Limited
Date	31 July 2026