

## Modern slavery statement

### Organisation

This statement applies to CLEAN Linen Services Limited (trading as CLEAN) (referred to in this statement as CLEAN). The information included in the statement refers to the financial year ending 31 December 2023.

### Organisational structure

CLEAN operates from seven distinct locations, Banbury, Camberley, Cheltenham, Nottingham, Ross-on-Wye, Slough, and Yeovil.

CLEAN's registered Head Office is our Camberley site.

Cheltenham leads our workwear operation offering a comprehensive rental service providing garments to be worn in the workplace, supported by Banbury, Yeovil, Camberley and our Nottingham sites. In addition, five of our locations provide a high-quality linen rental service to hotels, restaurants, and serviced apartments. Outside of our two core services, we have a dedicated Special Occasion Linen business providing linens for a multitude of events and weddings throughout the UK and is run from our Cheltenham site.

Our parent company, AlSCO Inc, is based in Salt Lake City, USA, and operates in most continents. AlSCO is a family-owned business, operating since 1889, and still run by the Steiner family. It is a diverse business offering services from uniforms and linen wear, to floor mats, washroom supplies and first aid equipment.

CLEAN linen follows the peaks in business of hospitality with the various holiday seasons through the year bringing busier times for our Sites.

As well as typical Head Office functions such as Finance and Information Technology, our colleagues working at Sites will operate our automated washing and pressing machines as well as packing for customer requirements. We have a fleet of vehicles used for delivery/collection of items where our Drivers have direct contact with our highly valued UK-based customers.

### Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### Commitment

CLEAN acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015 (the Act). We understand that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

We do not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to CLEAN in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. CLEAN strictly adheres to the standards required in relation to its responsibilities under relevant employment legislation in England.

## Supply chains

In order to fulfil its activities, the main supply chains of CLEAN include those related to the sourcing of raw materials principally related to the procurement and processing of textiles. We understand that our first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

## Potential exposure

CLEAN considers its main exposure to the risk of slavery and human trafficking to exist in our supply chain, providing our raw materials of linen because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

As an indirect importer of textile products, we are committed to ensure that our supply chain, which imports our linen is auditable and there is no risk of slavery or human trafficking taking place. Some of our team have personally visited the mills that we directly source linen product from to ensure that this is the case. We also work closely with our linen provider, Vision, to ensure that they are free from child labour.

## Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk:

- We process all our own products within the UK with limited outsourcing or use of third parties;
- We limit the geographical scope of our sites to the UK mainland to ensure optimum control of our sites and people;
- Where possible we build long standing relationships with our suppliers and make clear our expectations of business behaviour;
- With regards to our international supply chains, we have a partnership with a UK- based company. We also audit all sites that our linen products are sourced from to ensure that we are fully compliant with the Act;
- If we use third party suppliers for products and services, we expect these entities to have suitable anti-slavery and human trafficking policies and processes;
- We have appropriate policies in place to encourage the reporting of any concerns from our employers and any employees raising concerns through our Whistleblowing Policy are suitably protected.

## Steps

CLEAN carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

We have not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

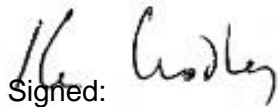
In accordance with section 54(4) of the Modern Slavery Act 2015, CLEAN has taken the following steps to ensure that modern slavery is not taking place:

- measures in place to identify and assess the potential risks in its supply chains;
- secured commitments from supply chain that there will be no award of contracts where their own suppliers do not demonstrate their commitment to ensuring that slavery and human trafficking are not taking place;
- undertaking impact assessments of its services upon potential instances of slavery.

### **Our Employees**

All our employees are UK-based, and we are compliant with the National Living Wage requirements. We minimise the use of agency labour and ensure compliance with all aspects of English employment law.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.



Signed:  
Kevin Godley  
Chief Executive Officer

Date of approval: 5 February 2024