



# SUPERIOR PRODUCTS AND LIGHTING

## Modern Slavery Policy Statement

Superior Products and Lighting is committed to operating its business ethically and with integrity throughout the organisation. Likewise, it is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and its supply chain within the IRELAND and overseas.

### **Our structure, business and supply chains**

We are an international supplier of essential services to facilities and premises owned by our clients. We have scaled our specialisms and expertise to offer a range of high quality, sustainable and internationally accredited services. We work at the heart of our clients' businesses, and our sector expertise means we can design sustainable service solutions that align with their business strategies. SUPERIOR operate across a full range of sectors, from aviation to healthcare, manufacturing to professional services, education to retail. SUPERIOR enter into both long and short-term contracts with its customers. SUPERIOR IRELAND offer total facility management solutions delivering the full range of services. SUPERIOR IRELAND also offers bundled and single services whether it is security, catering, cleaning or washroom services to name a few.

To perform its customer contracts, SUPERIOR IRELAND procures goods and services from its suppliers. Most purchasers are sourced from a core group of, long-term suppliers. SUPERIOR takes steps to ensure that all suppliers agree to comply with its policies which aim to eliminate modern slavery and human trafficking from the supply chain.

### **Our structure, business and supply chains**

As part of our commitment to operating ethically and in a manner, which complies with relevant laws, we have in place several policies within SUPERIOR IRELAND, including in relation to the following: Anti Bribery, Casual Workers, Equal Opportunities, Ethical Trading, Recruitment, Right to Work, Vetting, Whistle blowing and Working Time Regulations. In particular, our Supplier Code of Conduct within SUPERIOR IRELAND requires suppliers not to use any form of forced, bonded or involuntary labour, and to ensure that workers are not treated in a harsh or inhumane way. We also take steps to ensure that our suppliers are



aware of our policies and we expect them to adhere to the same high standards. We also have similar policies and processes in place in other jurisdictions we operate within to ensure all our business operates in an ethical manner and complies with applicable law.

## **Our policies on slavery and human trafficking & supplier due**

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## **Areas of potential slavery and human trafficking risk**

SUPERIOR is aware that heightened modern slavery and human trafficking risk exists in relation to certain territories, and in relation to the production of certain goods and supplies. The standards outlined by SUPERIOR are being implemented across all its purchasing activity. To provide outsource services to its customers, SUPERIOR engages with providers of temporary staff on an agency basis. SUPERIOR is continually enhancing its policies and procedures to ensure that it only works with agencies who operate to the ethical standards that SUPERIOR expects.

### **Effectiveness of measures taken**

We have recruited a Procurement Director who is now conducting a thorough review of our procurement strategy. This review will consider how we can work closer with our supply chain to ensure that appropriate steps are taken to prevent acts of modern slavery and human trafficking. We are working with our global teams to ensure that our recruitment practices and agency agreements are fully compliant. We are also introducing worker accommodation audits as part of our Health and Safety management system in areas where the company provides such facilities.

### **Staff training**

We recognise the importance of actively engaging with our staff on many important matters including our policies that relate to modern slavery and human trafficking. Our intranet offers a fast and secure communications platform allowing for increased awareness, identification and reporting of any potential breaches of our policies. We are also introducing “e-learning” which provides training to our employees on a wide variety of subjects including modern slavery.