As a dedicated, conscientious and forward-thinking business within the FM industry, it is our priority to trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our business and supply chain. We promise to take any allegation of human rights abuse in all its forms seriously in our business and supply chain. We promise to protect the identity and confidentiality of anyone raising concerns.

Modern slavery is a complex issue and can take many different forms, it is part of the wider human rights agenda within our business. Churchill continues to take steps to identify any risks and eliminate any possible areas for abuse.

This is our first statement made under the Modern Slavery Act of 2015 Section 54 and constitutes our group modern slavery statement for the 2019/2020 financial year.

Our commitment
Churchill is committed to preventing modern slavery and human trafficking throughout our business and supply chain. We do this by:

• Ensuring our policies and approaches are reviewed regularly
• Having appropriate training processes in place so that everyone has awareness and understanding of the risk and issues along with our responsibilities
• By having full transparency of our supply chain. Ensuring that all new suppliers understand our requirements before they commence working with us and that all our existing suppliers comply with our requirements

Our business
Churchill Group is a UK-wide facilities management business. We manage and deliver soft facilities through our group of expert businesses, consisting of cleaning, security, catering and environmental compliance.

Our core purpose is to improve the environments we deliver in. Our core philosophy is Doing the Right Thing.

Our supply chain
Churchill uses a range of suppliers and outsourcing partners to support the company with its operations. These include the supply of equipment, consumables, consultancy & management services, training & agency providers and subcontractors. As part of our onboarding process for new suppliers, our Modern Slavery policy is provided, and each company is required to agree to operate within the confines of the policy and adhere to our code of conduct before being permitted to work with our business.

We are committed to continuously improving our practices to identify and eliminate any slavery and human trafficking within our business and within our supply chains. We are also committed to operating ethically and with integrity in all of our business relationships.

Our policies
Our practices and business policies are designed to ensure that our people are treated with dignity and respect by upholding all Human Right principles.

Our policies relating to modern slavery are published on our corporate website http://www.churchillservices.com:

• Modern Slavery Policy
• Human Rights Policy
• Whistleblowing Policy
• Group Health and Safety Policy
• Anti-Bribery Policy

Our Human rights and Modern Slavery Policy reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to identify, prevent and mitigate human rights’ risks, slavery and human trafficking.

Collaboration
Churchill cannot tackle modern slavery alone, so it is important that we work with our clients and suppliers to raise awareness and identify any potentials risks.

Key actions to date
Over the last year we have:

• Continued to roll out online training to all our management and administration populations. Since 2019 over 70% of this population have completed the online training
• Delivered webinars to our human resources employees
• Continued to roll out toolbox talks on modern slavery to our operational supervisors. Over 63% have received these toolbox talks
• Placed posters raising awareness on notice boards at operational sites, regional offices and our head office
• Improved confidential reporting of whistleblowing so that all of our people feel supported in raising any concerns that they have without any personal risk or fear
• Provided awareness to our suppliers though improved onboarding requirements

Future plans
Over the coming year we plan to focus on the following areas:

• Commence a communication awareness programme with our suppliers
• Provide continual training to all of our employees

This Statement has been approved by the Board of Churchill Group

Joel Briggs
Group Managing Director, Churchill Group
January 2020