

Modern Slavery Policy

Policy Statement:

Citron Hygiene UK Limited 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 UK and overseas.

[Our structure, business and supply chains](#)

We are an international supplier of essential products and services to facilities and premises owned by our clients. From humble beginnings as a small family business over 60 years ago, we've scaled our specialisms and expertise to offer a range of high quality, sustainable and internationally accredited services. Citron Hygiene operate across a full range of sectors, from leisure to healthcare, manufacturing to professional services, education to retail. Citron Hygiene offers a range of washroom, hygiene and waste disposal services. We employ over 200 people in the UK.

In order to perform its customer contracts, Citron Hygiene procures goods and services from its suppliers. Most purchasers are sourced from a core group of, long-term suppliers. Citron Hygiene 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 policies on slavery and human trafficking & supplier due diligence processes](#)

As part of our commitment to operating ethically and in a manner which complies with relevant laws, we have in place many policies, 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. Our Supplier Code of Conduct within Citron Hygiene 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 operate in an ethical manner and comply with applicable law.

[Areas of potential slavery and human trafficking risk](#)

Citron Hygiene 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 Citron Hygiene are being implemented across all its purchasing activity.

To provide services to its customers, Citron Hygiene may sometimes engage with providers of temporary staff on an agency basis. Citron Hygiene is continually enhancing its policies and procedures to ensure that it only works with agencies who operate to the ethical standards that Citron Hygiene expects.



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Effectiveness of measures taken

We are working with our internal teams to ensure that our recruitment practices and agency agreements are fully compliant. 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 internal COMMS provide a fast and secure communications platform allowing for increased awareness, identification and reporting of any potential breaches of our policies.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 covering the financial year ending 31st December 2023.

Philip Fantham

A handwritten signature in black ink that reads "philip fantham".

Executive Vice President UK
Citron Hygiene UK Limited
31st January 2024

