



The Callver Group Ltd

01923 750510

team@callver.com

www.callver.com



Modern Slavery & Trafficking: The Callver Group Ltd T/A The Callver Cleaning Co 2025- 2026

Our Commitment

At Team Callver, we have a zero-tolerance approach to modern slavery. We are fully committed to acting ethically and with integrity in all areas of our business and supply chains, and we expect the same high standards from those we work with. This includes compliance with the Modern Slavery Act 2015.

Modern slavery can include slavery, servitude, forced or compulsory labour, and human trafficking. These are all crimes and human rights violations that strip people of their freedom for the purpose of exploitation.

We are dedicated to ensuring modern slavery is not taking place anywhere in our organisation or in any part of our supply chain.

Our Responsibilities

We promote transparency and accountability across all levels of our business and throughout our supply chain. To this end, we:

- Assess risks of modern slavery during our contracting and onboarding processes
- Include specific prohibitions in contracts against forced, trafficked or child labour
- Expect our suppliers to hold their own suppliers to the same high standards
- Provide appropriate training and guidance to our teams

This policy applies to all people working for or with us, in any capacity, including:

- Employees
- Directors and officers
- Contractors, consultants and agency workers
- Third-party representatives and business partners

Employment Practices

We:

- Pay all employees above the National Minimum Wage, regularly audited by HMRC
- Uphold ethical recruitment and employment practices
- Respect individuals' rights and ensure all employment is voluntary

This policy does not form part of any employee's contract and may be updated at any time.

Speaking Up & Reporting Concerns

Preventing modern slavery is everyone's responsibility. We encourage anyone to raise concerns at the earliest opportunity. If you believe or suspect a violation of this policy, speak to your line manager, a director, or report through our Whistleblowing Policy.

We will always support those who raise genuine concerns in good faith – you will not face retaliation, even if your concern turns out to be mistaken.

If you're unsure whether something is a breach of this policy, speak up. It's better to raise a concern than to risk someone being exploited.

Working with Suppliers

We make it clear from the outset that we expect zero tolerance to modern slavery. This is communicated to all suppliers and reinforced throughout our relationship with them.

Where concerns arise, and with the welfare of workers as a priority, we will offer support and guidance to help suppliers improve practices. However, we reserve the right to terminate any relationship if modern slavery is found and not addressed.

Training & Awareness

Modern slavery awareness training forms part of our employee induction process and is updated regularly. We ensure managers understand how to:

- Recognise signs of modern slavery
- Respond appropriately
- Provide guidance and support to their teams

Breaches of This Policy

Any employee found to have breached this policy will be subject to disciplinary action, which could lead to dismissal for gross misconduct.

We may terminate relationships with any suppliers, contractors or partners found to be in breach of this policy.

Policy Ownership

Our senior management team is responsible for ensuring compliance with this policy. Implementation and day-to-day adherence are overseen by the leadership team.

Suggestions for improvements or concerns can be addressed in confidence to the Managing Director or emailed to team@callver.com.

The Callver Group Ltd – Proud to be ethical, fair and vigilant.

Equality & Diversity Policy

The Callver Group Ltd – trading as The Callver Cleaning Co and The Callver Washroom Co

Affectionately known as Team Callver

Our Commitment

At Team Callver, we believe in a culture where everyone is welcome, respected, and supported. As an employer, service provider, and community partner, we uphold our responsibilities under the Equality Act 2010 and are committed to fairness, dignity and opportunity for all.

This policy isn't just about ticking boxes – it's about fostering a genuinely inclusive environment where people can thrive, be themselves, and feel safe from discrimination in all its forms.

Our Promise

We will not tolerate discrimination, harassment or victimisation on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Whether you're an employee, customer, supplier or visitor, you can expect to be treated fairly, equally and respectfully.

What This Means in Practice

We ensure that decisions around recruitment, training, pay, promotions, and how we deliver services are made based on merit, capability, and fairness – not bias or assumption.

We aim to:

- Provide equal opportunities in all areas of employment
- Remove barriers that unfairly disadvantage people
- Act positively to address historic underrepresentation
- Respond quickly to reports of discrimination or exclusion

Types of Discrimination We Oppose

We actively work to eliminate:

- Direct discrimination: treating someone less favourably because of a protected characteristic.
- Indirect discrimination: applying rules or practices that disadvantage certain groups unfairly.
- Harassment: unwanted behaviour that violates someone's dignity or creates a hostile environment.
- Victimisation: treating someone unfairly because they raised or supported a concern.

Supporting Inclusion

We understand that equality doesn't always mean treating everyone the same. Sometimes, people need reasonable adjustments to ensure they can participate fully. We support this by:

- Making adaptations for disability and health conditions
- Promoting mental wellbeing and flexibility
- Encouraging diverse perspectives and lived experiences

Everyone's Responsibility

Inclusion is everyone's job. Whether you're a team member, line manager, subcontractor, or customer, we all have a role in creating a respectful and inclusive space.

If anyone feels they've been treated unfairly or witnessed discrimination, we encourage speaking up. We take all concerns seriously and handle them in line with our grievance or complaints procedures.

Reviewing and Improving

We regularly review our policy, staff training, and company culture to make sure we keep evolving and improving. Feedback is always welcome.

If you have any questions or want to raise a concern, you can email team@callver.com in confidence.

The Callver Group Ltd

Registered in England and Wales

The Callver Cleaning Co & The Callver Washroom Co

