



Modern Slavery & Human Trafficking Statement

Our Approach

We strive to ensure that modern slavery or human trafficking does not support our supply chain or our businesses. This objective is implicit in our policies and our approach to human rights.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 with respect to the financial year ending 31 December 2017 and sets out the approach of Ryans Cleaning Ltd has in place to prevent the occurrence of modern slavery and human trafficking in our supply chain or in any of our business operations in Ireland, Northern Ireland, United Kingdom and elsewhere.

Our Policies

The Company operates a number of policies which reflect our objective to acting ethically and in line with our legal and regulatory obligations with regard to our employees, customers and our business relationships.

The standard that we set ourselves for what we say and do in our relationships with our customers, suppliers, colleagues, regulators and other parties. This represents our approach to the standards we expect from each other and it is our set of behaviours expected of all employees of the Company, wherever they work.

The Company resourcing policy outlines our approach to recruiting employees for jurisdictions in which the Company operates. The principles of equality underpin our resourcing activity, seeking to ensure that inter-alia recruitment and selection processes are designed to support fairness.

The Company seeks assurances where appropriate, from our suppliers that they are complying with applicable laws and regulations including laws relating to minimum wages, working conditions, overtime, child labour and applicable labour and environmental laws. This allows us to select suppliers to work with us who adhere to appropriate standards.

Our suppliers are required to notify us of a breach of applicable laws or regulations. We also monitor the content of modern slavery and human trafficking statements published by our suppliers.

The Company is focussed on raising awareness of our policies across the organisation. This includes the provision of mandatory training for employees each year.


Pat Ryan
Chief Executive Officer
February 2019