Modern Slavery and Human Trafficking Statement

Introduction
This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps Frontier Facilities Management Ltd ("Frontier FM") has taken, and will continue to take, to prevent modern slavery and human trafficking within our operations and supply chains.

Frontier FM is committed to conducting business ethically, transparently, and in full compliance with UK legislation. We recognise that modern slavery is a serious global issue and we maintain a zero-tolerance approach to any form of exploitation.

Our Business
Frontier FM provides soft Facilities Management services across the UK commercial real estate sector, including security, cleaning, waste management, landscaping, and pest control.

- Company Registration Number: 14901174
- VAT Registration Number: GB 442478778
- We source all goods and services locally or within the UK only.
- Our workforce is engaged on full-time or part-time contracts, with a small number of zero-hour contracts used solely for emergency cover or short-notice operational requirements.
- We do not engage in seasonal labour.

Our organisational structure supports clear accountability, operational oversight, and compliance monitoring across all service lines.

Our Supply Chains
Frontier FM operates an Approved Suppliers Register, documenting all suppliers and subcontractors engaged across the business. As part of our onboarding and annual review processes, we request:

- Modern Slavery & Human Trafficking Statements
- Right-to-work and identity verification
- Insurance certificates
- Health & Safety compliance documentation
- Environmental and ethical sourcing information (where applicable)

We will not enter into business with any organisation that knowingly supports or is found to be involved in slavery, servitude, forced labour, or human trafficking. Any concerns identified during due diligence or ongoing monitoring result in immediate escalation and review.

Our Policies and Controls
Frontier FM maintains a suite of policies, procedures, and codes of conduct designed to uphold ethical business practices and safeguard workers. These include:

- Right-to-Work and migrant worker checks
- Whistleblowing Policy, enabling employees to report unethical or unsafe behaviour confidentially

- Grievance Procedure, ensuring concerns are raised and addressed appropriately
- Anti-Harassment and Bullying Policy, defining acceptable standards of behaviour
- Recruitment and Vetting Procedures, ensuring fair, transparent, and compliant hiring practices
- Subcontractor Management Controls, including annual compliance reviews and contract monitoring

These policies are reviewed annually to ensure they remain effective, relevant, and aligned with legislative changes.

Training and Awareness
All employees complete Modern Slavery, Human Trafficking, and Child Exploitation Awareness Training during their Company Induction. Annual refresher training is mandatory for all staff and includes:

- Recognising indicators of exploitation
- Reporting mechanisms and escalation routes
- Responsibilities under the Modern Slavery Act
- Ethical labour practices within FM operations

This ensures our teams remain vigilant, informed, and confident in identifying and reporting concerns.

Continuous Improvement – 2026 Focus Areas
Frontier FM is committed to strengthening its approach to preventing modern slavery and human trafficking. During this review year, we will focus on:

- Enhanced supplier auditing, including more frequent checks of subcontractor compliance documentation
- Improved recruitment and vetting processes, ensuring robust right-to-work verification and ethical hiring practices
- Updated training modules reflecting emerging risks within the FM sector
- Strengthened reporting pathways for frontline staff, including clearer escalation routes
- Annual review of procurement processes, ensuring ethical sourcing and increased transparency
- Closer monitoring of subcontractor labour practices, particularly in higher-risk service lines such as security and cleaning

These actions demonstrate our commitment to continuous improvement and maintaining high ethical standards across all areas of our business.

Senior Management Sign-Off
I, the undersigned, confirm that this Modern Slavery and Human Trafficking Statement has been reviewed and approved by the Senior Management Team of Frontier FM. We remain fully committed to maintaining and continuously improving robust measures that prevent modern slavery, human trafficking, forced labour, and exploitation within our operations and supply chains. Frontier FM will continue to uphold the highest ethical standards and ensure transparency, accountability, and vigilance across all areas of our business.

Signed: 

Name: Robert Sigley

Position: Managing Director

Date: 14.10.26