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Your Option Services Ltd

Modern Slavery & Human Trafficking Policy

23 June 2026.

Document control

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Approving authority	Lisa Dumonbreville, Chief Executive Officer
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1. Purpose and commitment

Your Option Services Limited (“YOSL”, “the Company”) is committed to acting ethically and with integrity in all its business dealings and relationships, and takes a zero-tolerance approach to modern slavery and human trafficking. Modern slavery is a crime and a violation of fundamental human rights. As a labour-intensive provider of specialist crime scene, biohazard and trauma cleaning services that uses agency and subcontracted labour, YOSL recognises that its sector carries inherent risks of labour exploitation and takes active steps to guard against them.

Policy statement: YOSL will not knowingly support or deal with any business involved in slavery or human trafficking, and is committed to ensuring that modern slavery is not taking place in its own operations or in any of its supply chains.

Document control: This policy is maintained within YOSL’s integrated management system using consistent document-control conventions — controlled issue and versioning, a defined owner and approving authority, and monitoring with periodic review.

2. Scope

This policy applies to all individuals working for or on behalf of YOSL, including directors, employees, operatives, agency staff, contractors, consultants and volunteers. It also sets the standard of behaviour YOSL expects from its suppliers, labour providers, subcontractors and other business partners.

Adherence to this policy is mandatory. Any breach may result in disciplinary action up to and including dismissal for employees, and the termination of contracts for other associated persons, in addition to any criminal liability.

3. Definitions

Modern slavery – an umbrella term covering slavery, servitude, forced or compulsory labour and human trafficking, where one person deprives another of their liberty in order to exploit them for personal or commercial gain.

Slavery – the exercise of powers of ownership over a person.

Servitude – the obligation to provide services imposed by coercion, with no freedom to leave.

Forced or compulsory labour – work or service exacted from a person under the menace of a penalty and performed involuntarily.

Human trafficking – arranging or facilitating the travel of another person with a view to their exploitation.

Supply chain – the network of suppliers, labour providers and subcontractors involved in delivering YOSL's services.

4. Legal framework: the Modern Slavery Act 2015

The Modern Slavery Act 2015 consolidates the UK's slavery and trafficking offences and strengthens protection for victims. It creates offences of slavery, servitude and forced or compulsory labour (section 1) and of human trafficking (section 2), each carrying a maximum sentence of life imprisonment.

Section 54 (Transparency in Supply Chains) requires commercial organisations with a total annual turnover of £36 million or more to publish an annual modern slavery and human trafficking statement. YOSL currently falls below this turnover threshold and is therefore not legally required to publish such a statement; nevertheless, it voluntarily adopts the standards in this policy and will publish a statement where a client requires one or should the threshold come to apply. The Company monitors the Government's announced reforms to modern slavery reporting and will update its approach when they take effect.

5. Our commitments and due diligence

To identify and manage the risk of modern slavery, YOSL will:

- carry out proportionate due diligence on new and existing suppliers, labour providers and subcontractors, including their own anti-slavery arrangements;
- use only reputable employment agencies to source labour, and verify their practices before accepting workers;
- include anti-slavery and compliance expectations in contracts with suppliers and subcontractors;
- assess modern slavery risk as part of supplier selection and contract management; and
- provide information and training so that staff can recognise and report the signs of modern slavery.

6. Recruitment, agency labour and fair treatment

YOSL carries out right-to-work checks on all workers before they start and keeps records as required by law. The Company pays at least the National Minimum Wage or National Living Wage, pays wages directly into the worker's own bank account, and provides clear written terms of employment.

YOSL does not charge workers recruitment fees, does not withhold identity documents or wages, and does not require workers to repay debts as a condition of employment. Where agency or subcontracted labour is used, YOSL expects the same standards to be applied and will challenge any arrangement that does not meet them.

7. Identifying modern slavery: warning signs

All staff should be alert to the signs that a worker may be a victim of modern slavery, which can include:

- appearing to be under the control of someone else, or being unable to speak for themselves;
- having identity documents, bank cards or wages withheld or controlled by another person;
- several workers sharing the same address, bank account or named contact;
- showing signs of fear, anxiety, injury or neglect, or being unable to move freely;
- having few personal possessions and consistently wearing the same clothing; or
- being dropped off and collected for work at unusual times by the same person.

These signs are not proof of modern slavery, but they should prompt further enquiry and a report through the channels below.

8. Reporting concerns

Anyone who suspects that modern slavery may be taking place — within YOSL, among agency or subcontracted workers, or in the supply chain — must report it as soon as possible to their manager or the policy owner. Concerns may also be raised under the Company's Whistleblowing Policy. YOSL will support anyone who raises a genuine concern in good faith and will ensure they suffer no detriment for doing so.

Where there is an immediate risk to a person's safety, contact the police on 999. Concerns can also be reported to the Modern Slavery & Exploitation Helpline on 08000 121 700.

9. Roles, responsibilities and review

- The CEO (Lisa Dumonbreville) holds overall accountability for ensuring modern slavery is not taking place in YOSL's operations or supply chains.
- The Compliance & Documentation Manager maintains this policy, oversees supplier due diligence and training, and investigates reported concerns.
- Managers must apply right-to-work and recruitment controls, scrutinise labour providers, and escalate concerns.
- All staff and associated persons must comply with this policy and report any suspected modern slavery.

Related documents: Whistleblowing Policy; Anti-Bribery Policy; Supplier Code of Conduct; Recruitment & Right to Work procedures; Tender & Procurement procedures.

Key legislation: Modern Slavery Act 2015; Employment Rights Act 1996; National Minimum Wage Act 1998; Immigration, Asylum and Nationality Act 2006.

Compliance is monitored through internal audit and supplier review. This policy is reviewed at least annually, or sooner where legislation, guidance or business practice changes.

10. Approval & document control

This policy has been approved and signed below by the approving authority and is issued as live company policy.

Name & role	Signature	Date
Lisa Dumonbreville, Chief Executive Officer	<i>Lisa Dumonbreville</i>	23 June 2026

Revision history

Version	Date	Author	Summary of change
0.1	23 June 2026	Compliance & Documentation Manager (04)	Initial version created, approved and issued.