CORNISH CHANGEOVERS
Grambler Farm, Sandy Lane
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Modern Slavery and Human Trafficking Statement

Cornish Changeovers Limited

Statement date: November 2026

1. Introduction

Cornish Changeovers Limited is committed to acting ethically and with integrity in all its business dealings and relationships.

We recognise our responsibility to help prevent modern slavery and human trafficking within our business and supply chains. We have a zero-tolerance approach to all forms of modern slavery, forced labour, human trafficking and exploitation.

This statement sets out the steps we take, and our commitment to continuing to improve our practices, to help ensure that modern slavery does not take place within our business or supply chains.

2. Our business and supply chains

Cornish Changeovers Limited provides holiday-let cleaning, changeover services and property management services across Cornwall.

Our business relies on employees, contractors and suppliers, including those providing cleaning materials, linen, laundry services, equipment and other operational support.

We recognise that risks of modern slavery can exist within the cleaning, hospitality, laundry and wider property-management sectors, particularly where temporary, migrant or low-paid workers may be involved.

3. Our policies and commitment

We are committed to:

- Treating all employees, contractors and suppliers fairly and with respect.
- Ensuring that employment is freely chosen and that no person is subject to forced labour.
- Paying employees in accordance with applicable employment and minimum wage legislation.
- Providing a safe and respectful working environment.
- Prohibiting discrimination, harassment, intimidation and exploitation.
- Working with suppliers who share our commitment to ethical and lawful business practices.

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4. Recruitment and employment practices

We aim to ensure that all recruitment and employment practices are fair, transparent and lawful.

Our approach includes:

- Carrying out appropriate checks when recruiting employees.
- Ensuring employees understand their employment terms and conditions.
- Not charging workers recruitment fees or requiring them to surrender identity documents.
- Ensuring employees are free to leave their employment in accordance with their contractual obligations.
- Providing employees with a means of raising concerns about their treatment or working conditions.

5. Supplier and subcontractor due diligence

We aim to work with reputable suppliers and contractors who operate in accordance with applicable employment and human rights legislation.

Where appropriate, we will:

- Consider the ethical and employment practices of suppliers.
- Ask suppliers to confirm their compliance with relevant legislation.
- Investigate concerns or allegations relating to modern slavery.
- Review our supplier relationships where unacceptable practices are identified.

We will not knowingly support or engage with any organisation involved in modern slavery or human trafficking.

6. Risk assessment and management

We recognise that modern slavery risks may arise in areas such as cleaning services, laundry and linen supply, recruitment and subcontracted labour.

We will remain alert to indicators of exploitation, including withheld wages, restricted freedom of movement, intimidation, excessive working hours or workers being unable to leave their employment freely.

Any concerns identified will be taken seriously and investigated appropriately.

7. Training and awareness

We are committed to raising awareness of modern slavery among relevant members of our team.

Employees and managers will be encouraged to understand the signs of exploitation and how to report concerns.

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8. Reporting concerns

Any employee, contractor, supplier or other individual who has concerns about modern slavery within our business or supply chains is encouraged to report them to management.

All concerns will be treated seriously and handled appropriately.

9. Review and continuous improvement

This statement will be reviewed periodically to ensure it remains appropriate to the size, nature and activities of our business.

We will continue to assess our practices and identify opportunities to strengthen our approach to preventing modern slavery.