



FLAMESTAR

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Modern Slavery & Human Trafficking Policy

Trading as Crestone Property Maintenance

Document Title	Modern Slavery & Human Trafficking Policy
Document Reference	FLS-HR-MS-025
Version	1.0
Issued By	Amandeep Singh, Director
Date of Issue	June 2026
Next Review Date	June 2027
Applies To	All directors, employees, operatives, sub-contractors, agency workers and suppliers

1. Purpose

Flamestar Ltd (trading as Crestone Property Maintenance) has a zero-tolerance approach to modern slavery and human trafficking. This policy sets out our commitment to acting ethically and with integrity in all business relationships, and to implementing effective systems and controls to ensure that modern slavery is not taking place anywhere in our own business or our supply chains.

2. Scope

This policy applies to all people working for or on behalf of the Company in any capacity, including directors, employees, operatives, sub-contractors, agency workers, consultants, suppliers and business partners. It covers all forms of modern slavery, including forced labour, bonded labour, child labour, human trafficking and exploitation.

3. Responsibilities



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- The Director (Amandeep Singh) holds overall responsibility for ensuring this policy complies with our legal and ethical obligations and that it is implemented effectively.
- Management is responsible for applying this policy within their areas, including supply chain due diligence and recruitment practices.
- All employees, operatives and sub-contractors are responsible for understanding this policy, working in a way that prevents modern slavery, and reporting any concerns.

4. Policy Statement

Flamestar Ltd is committed to:

- Ensuring no form of modern slavery, forced labour, or human trafficking takes place within our business or supply chain.
- Acting ethically and with integrity in all business dealings and relationships.
- Treating all workers fairly, with dignity and respect, and paying at least the National Minimum Wage / National Living Wage.
- Ensuring all workers have the legal right to work in the UK and are employed under fair, lawful terms.
- Expecting the same high standards from our sub-contractors, suppliers and business partners.

5. Due Diligence & Controls

5.1 Recruitment & Workforce

- Right to Work checks are carried out on all workers before they start, in line with UK immigration law.
- Workers are recruited directly or through reputable, compliant agencies; workers are never charged fees to obtain work.
- Identity, wages, and working arrangements are checked to guard against the signs of labour exploitation.

5.2 Supply Chain

- Sub-contractors and suppliers are assessed as part of our approval process and are expected to comply with this policy and applicable law.
- We reserve the right to audit or seek assurance from suppliers regarding their labour practices.
- Any supplier or sub-contractor found to be in breach may have their engagement terminated.

6. Identifying the Signs

Staff should be alert to indicators of modern slavery, which may include workers who: appear under the control of others; have no identity or bank documents in their own name; show signs of fear, anxiety or



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physical abuse; are transported to and from work; live in overcrowded or unsuitable accommodation; or appear to have wages paid into an account they do not control.

7. Reporting Concerns

Any person who suspects that modern slavery or human trafficking may be taking place must report it immediately and in confidence to the Director:

- Telephone: 0330 1331 221
- Email: info@flamestarltd.com
- Post: 142-143 Parrock Street, Gravesend, Kent, DA12 1EY (marked Private & Confidential)

Concerns may also be raised under the Company's Whistleblowing Policy. No one will suffer detriment for reporting a genuine concern in good faith. Where there is an immediate risk to a person's safety, the police should be contacted on 999, or the Modern Slavery Helpline on 08000 121 700.

8. Compliance & Legal Statement

This policy is made in accordance with the Modern Slavery Act 2015. It supports our obligations under the Employment Rights Act 1996, the National Minimum Wage Act 1998, the Immigration, Asylum and Nationality Act 2006, and public sector procurement requirements. Breach of this policy may result in disciplinary action, termination of engagement and, where appropriate, referral to the relevant authorities.

9. Review & Monitoring

This policy is reviewed annually, or sooner if legislation or business circumstances change. It was issued in June 2026 and is next due for review in June 2027.

Authorization & Sign-Off

This policy has been authorized and approved for issue by the Director of Flamestar Ltd.

Approved by:	Amandeep Singh
Position:	Director
Signature:	
Date of Issue:	June 2026
Next Review Date:	June 2027