



Slavery and Human Trafficking Statement

Adult & Child Slavery and Human Trafficking Statement made on behalf the company further to the provisions of the UK Modern Slavery Act 2015

We are proud of the conditions of employment for all our employees throughout The company. Given the nature of our business, our board and management teams each consider that there is minimal risk approximating to no risk that, either within the company or the very limited supply chains which support our business activities, that are in any way involved in or even tangentially supportive of, or complicit in slavery and human trafficking. As a purchaser of goods or services we expect a high level of ethical conduct from those businesses with which we do business within our very limited supply chain.

Our supply chains

The company's supply chains are managed internally via their QMS. The company offers security solutions throughout the UK and the Middle East. They use routine services for the maintenance and support of our office operations such as cleaning and technical support services for such things as air conditioning, IT, telephones and communications infrastructure.

Anti-slavery Policy statement:

"The company has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business."

This Anti-Slavery Policy Statement is the principal articulation of the company's policy on slavery and human trafficking. It is intended to inform and influence all the operational procedures within the company.

Our stated Anti-Slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure (amongst our other priorities) that slavery and human trafficking is not taking place anywhere in our business or related supply chains.

Due diligence and implementation processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk (including in relation to that of human trafficking and slavery) we operate a range of policies and procedures appropriate to the different companies within the company. These include the policies and procedures in the following areas:

- Third party provider and outsourcing;
- Whistleblowing; and
- Anti-money laundering, bribery and financial crime. The company companies also articulate a series of employee rights and benefits available to employees in the employee handbooks and individual contracts of employment for each member of staff. Each of the subsidiary operating companies has a Managing Director who have reviewed and agreed to the terms of this statement. Each of these departments and executives have reporting responsibilities to management and the various boards of companies within the company. The company uses the services of external auditors and internal auditors. A combination of these procedures and functions operates to help identify, assess and monitor potential risk areas in our

supply chains and mitigate the risk of slavery and human trafficking occurring in our supply chains. This is the first articulation of a formal Anti-Slavery Policy Statement for the company. In future we will seek to ensure when entering into material contracts that all those in our supply chain and contractors comply with our stated Anti-Slavery Policy in particular when seeking tenders for service or when auditing our suppliers.

Training

We will communicate this statement to all our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business and in future will include references as part of the companies training and information materials.

Legal and regulatory purpose of this statement

This statement is made with regard to the obligations arising under section 54(1) of the UK's Modern Slavery Act 2015 (the Act). The company recognises the importance of these issues for all its stakeholders. Accordingly, this statement should be considered to constitute the slavery and human trafficking statement for THE COMPANY and all companies within THE COMPANY for the 2015 financial year and all future financial years until it may in future be modified or amended.

Managing Director



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To be reviewed every 12 months