

## **Modern Slavery Statement and Human Trafficking Policy**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that **Guarding Professionals Limited** has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Guarding professionals Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our Business**

Guarding Professionals Limited is a security services company. Its core business includes Manned/Static Guarding, Mobile and Alarm Response. The business is Head Quartersed in London and its operation is concentrated in the South of England.

### **Our High-Risk Areas**

We are conscious of the fact that criminal gangs can smuggle both adults and minors into the country and forced them to work against their wishes. Therefore, in our recruitments and vetting process we ensure that any potential employee is seeking the employment at his or her own volition and accepts any appointments and they receive their wages directly into their account. When we become suspicious of any criminal activity, we inform the relevant authorities forthwith.

### **Our Policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.]

### **Our suppliers**

Guarding Professionals operates a supplier policy and maintains a preferred supplier list. Where possible, we conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery become known to us.

### **Training**

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if, no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

### **Approval for this statement**

This statement is approved by the Board of Directors on

Name: Richard A. Harvey (Director)

Signature:

Date