

# Human Trafficking and Slavery Policy Statement

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Introduction from Brian Riis Nielsen, Country President of Securitas Security Services (UK) Limited.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Securitas Security Services (UK) Limited's slavery and human trafficking statement for the financial year ending 2016. We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chains. We are committed to acting ethically and with integrity in all our business relationships and enforcing effective processes and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **Organisation's structure**

Securitas Security Services (UK) Limited ("Securitas") are a provider of security services throughout the UK to a number of different sectors. We are a part of the Securitas Group, and our ultimate parent company is Securitas AB. Securitas AB has its head office in Sweden. We have over 10,000 employees in the UK.

Our UK business is organised into 4 business areas: North, South, London & East Anglia, and Specialist Protective Services (this encompasses our fire and canine services). Each business area is headed by a managing director.

## **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy 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 slavery and human trafficking is not taking place anywhere in our supply chains. We also have an established Whistleblowing Policy.

## **Due diligence processes for slavery and human trafficking**

We have a zero tolerance approach to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our Securitas values and as part of our initiative to identify and mitigate risk of slavery and human trafficking in the delivery of our services and supply chain we will put in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

All Securitas suppliers are expected to implement a zero tolerance approach to slavery, forced labour and human trafficking and comply with all local and national laws and regulations. Our procedures are designed to identify and assess areas of potential risk.

Securitas has a Standard Operating Procedure which sets out the process required to be followed internally in relation to the engagement of third party labour. Securitas intends to amend this Standard Operating Procedure to include specific reference to adherence to the Modern Slavery Act 2015.

The Standard Operating Procedure requires that all Suppliers complete a supplier questionnaire. As part of the questionnaire suppliers will be required to:

- Provide that they will comply with the Modern Slavery Act 2015;
- Sign a statement of compliance undertaking that they have reviewed their business operations and their supply chains for evidence of any instances of slavery, forced labour or human trafficking.

In addition, Securitas will be carrying out an audit of all existing suppliers. This will include:

- Asking all existing suppliers to provide evidence of compliance with the principles of the Modern Slavery Act 2015.
- Organisations with a turnover of more than £36 million will be required to provide a copy of their Modern Slavery Statement.

## **COMPLIANCE TEAM**

We have a dedicated compliance team, which consists of involvement from the following departments:

- Legal
- Human resources
- Procurement
- Sales

Securitas's key contact in respect of Modern Slavery compliance is Shaun Bennett, Quality and Compliance Manager.

Email: [shaun.bennett@securitas.uk.com](mailto:shaun.bennett@securitas.uk.com)

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will be rolling out training to our staff.

## **FURTHER STEPS**

As part of this reporting exercise in coming years, Securitas expresses its commitment to better understand its supply chain and working towards greater transparency and responsibility towards people working within them.

We will monitor our suppliers to identify which represent a medium-high risk of modern slavery and human trafficking.