

# Human Trafficking & Slavery Statement

## Introduction

Securitas Security Services (UK) Ltd are proud of the steps we take to ensure that we do not associate with organisations, or employ individuals, who are linked to slavery or human trafficking. The correct level of due diligence is taken to ensure our suppliers operate in ethical ways within the parameters of the law in the UK.

Furthermore, Securitas Security Services (UK) Ltd undertake a stringent screening process when employing all employees to ensure our suppliers are acting ethically when sourcing candidates.

## Structure

Securitas Security Services (UK) Ltd are the provider of Protective Services based on people, technology and knowledge. Securitas Security Services (UK) Ltd operate on an international level, with our group employing over 355,000 employees worldwide.

## Our Business

Our business is split into seven geographic areas within the UK, that comprise of a number of smaller individual business units delivering bespoke protective security solutions to small and medium sized local businesses. To support these business units Securitas Security Services (UK) Ltd also has dedicated areas to support larger UK and Global Customers dedicated to specific market sectors; such as logistics, pharmaceuticals, finance and information technology.

## Our Supply Chains

Our supply chains include outsourcing of IT services, fleet management, uniform and stationary supply. Our supply chain is based within the UK, however some of the products and services supplied to Securitas Security Services (UK) Ltd may have originated offshore.

## 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 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.

## Due Diligence Process for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have 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 whistleblowers.

## Supplier Adherence to our Values and Ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values & ethics we have in place an internal annual rollout of our values and ethics policy to all employees to ensure they are aware of the company's position in relation to human trafficking and slavery. The delivery of this material is administered by our HR department.

## 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 provide training to our staff. Regular training on values and ethics is provided to all employees and new starters within 3 months of them commencing employment.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2020 and was approved by the Board of Directors of Securitas Security Services (UK) Ltd on 8th April 2019.



Sarah Hayes

HR DIRECTOR

Date: January 2021