	<b>Vigilant Security</b>
	<b>Totally Integrated Management System</b>
	<b>Modern Slavery Statement</b>
	<b>Version 1</b>

## Modern Slavery Statement

Vigilant Security are committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain and impose the same high standards on our suppliers.

## Structure of the Organisation

We are a security company within the private sector. We are a limited company which employs around 1200 people throughout the UK.

Vigilant Security's annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 30<sup>th</sup> June 2023.

## Policies

As part of our commitment to combating modern slavery, we have implemented the following policies:

-  Modern Slavery Policy
-  Ethical Supply Chain Policy
-  Ethical Purchasing Policy





We also make sure our suppliers are aware of our policies and adhere to the same high standards. These policies have been developed by our Employment Law team and are reviewed in conjunction with our Compliance Manager.


These policies reflect our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

## Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted the following due diligence procedures. We fully vet potential suppliers and as part of the process we request the following policies; anti-slavery, anti-bribery, ethical sourcing and equality and diversity to ensure they align with our values. We carry out quarterly review meetings with our main suppliers which includes review of their disaster recovery and business continuity plans.

Our procedures are designed to:

-  establish and assess areas of potential risk in our business and supply chains,
-  monitor potential risk areas in our business and supply chains,
-  reduce the risk of slavery and human trafficking occurring in our business and supply chains, and
-  provide adequate protection for whistle-blowers.

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**Risk and Compliance**

We regularly evaluate the nature and extent of our exposure to the risk of modern slavery occurring in our supply chain.

We do not consider that we operate in high-risk sectors or locations because our role is to protect the public.

Where we have identified a potential risk such as uniform procurement. We work closely with all uniform suppliers, and they regularly report on their supply chain audits.

We ensure all our suppliers adhere to our *Modern Slavery Policy*. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains. For example, if we find evidence of a failure to comply with our policies we will immediately seek to terminate our relationship with the relevant supplier.

Vigilant Security also follow the criteria outlined in the Investors In People Standard and we endeavour to treat all of our employees fairly. Annual discussions between the Investors In People representative and our staff ensure that third party performance discussions take place and also make sure that staff are paid at an appropriate level for the role and work they are undertaking.


**Effectiveness and KPI's**

We use measurable objectives to monitor how successful we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains. These are as follows:

- ✚ Annual review of existing supply chains by the end of our financial year to ensure complete compliance with the Modern Slavery Act 2015.
- ✚ Ensuring all managers complete our E-Learning module on Modern Slavery annually and refresh the content where applicable.

**Training**

Through our training programmes, employees are encouraged to identify and report any potential breaches of our Modern Slavery Policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains. Examples of training courses we have administered over the past year include a fully comprehensive inhouse e-learning module that is in line with current legislation.

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## Approval

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Vigilant Security's Modern Slavery Statement for the financial year commencing 1<sup>st</sup> July 2023 and ending 30<sup>th</sup> June 2024.



Paul Williamson  
Managing Director  
Vigilant Security