

Modern Slavery and Human Trafficking Statement



Policy Last reviewed: March 2025

Next review due: March 2026

Introduction

Our business, VIP Security (Essex) Ltd is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015. This statement relates to the financial year ending April 2025

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

- We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation;
- We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

Our business and supply chain

Our business VIP Security (Essex) Ltd is an independent security company specializing in security services of customer facilities. The company was formed in 1989 and has achieved over 30 years experience within the security industry. VIP Security (Essex) Ltd develops a partnership with its clients, understanding their security needs and strategy; this enables the company to provide an individual service to meet the client's needs and expectations.

VIP Security (Essex) Ltd provides specialist services within the provision of security guarding, door supervision, keyholding, and mobile patrol.

The organization's workforce is employed on a permanent contractual basis. All right to work, residency, security industry authority and employment history verification checks are conducted in accordance with the Immigration, Asylum and Nationality Act 2006, BS 7858:2019 standards and SIA requirements. We have ensured all workers are in receipt of the National Minimum Wage and paid on time on a weekly basis.

we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain and we confirm the following:

- We confirm that within our own business, no relevant offence relating to slavery or human tracking has been committed.
- We have made enquiries of businesses that supply directly to us and we are confident that no relevant offence is committed in that business.

As it was reasonably practicable, we have examined our supply chains and confirm that we found no evidence of slavery or human trafficking

We operate in the following countries:

- England

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

Responsibility

Policies: Managing Director and HR Department

Investigations/Due Dilligence: The Managing Director and HR Department are responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking. Site inspections are

completed to ensure there are no poor working conditions (e.g. dirty environment, Health and Safety Risks) for the Staff.

Training: The Security Managers are responsible for ensuring that the awareness of slavery and human trafficking risks are communicated throughout the organisation and through the supply chain, with the support of the HR department.

Relevant Policies

Employee code of conduct: The organization's code makes clear to employees the actions and behavior expected of them when representing the organization. The organization strives to maintain the highest standards of employee conduct and ethical behavior when operating on other sites and managing its supply chain. The policy is communicated to all employees and forms part of the induction program.

Supplier Code of Conduct: The organization is committed to ensuring that its supplier adheres to the highest standard of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat a worker with dignity and respect, and act ethically and within the law in their use of labor. As part of the supply chain selection process all the potential and existing suppliers are required to complete a supplier questionnaire. All suppliers are required to provide the evidence of their compliance towards Labor standards and the principle of this standard as well as the asylum and immigration Act 2006. This enables the procurement team to identify any potential risks to the quality of the service provision or goods being provided by the supplier and prevent any slavery or human trafficking. All suppliers are audited against the supplier code of conduct.

Recruitment and Selection Policy: Prior to commencement of employment, all employees are subjected to right to work, residency, SIA, and employment checks in accordance with the Immigration Asylum and Nationality Act 2006, Security Industry Authority and BS7858: 2019. The recruitment and selection policy is compliant with all UK legislation. Including the minimum wage and therefore is not at risk of modern slavery and/or human trafficking.

Anti-Bribery Policy: The organization's anti-bribery policy aims to prevent any form of bribery being committed within the organization and by any stakeholder(s) associated with the business. The policy is communicated to all employees and forms part of the induction program.

Whistleblowing Policy: We encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware. The policy is communicated to all employees and forms part of the induction program.

Monitoring And Review

Policy last reviewed: March 2025

Next review due: March 2026