

# Hereward Security Solutions Limited Anti-Slavery and Human Trafficking Policy

## 1. Purpose

Hereward Security Solutions Limited is committed to acting ethically and with integrity in all our business dealings. This policy outlines our commitment to preventing slavery and human trafficking in our business operations and supply chains, in compliance with the United Kingdom's Modern Slavery Act 2015.

## 2. Scope

This policy applies to all employees, contractors, suppliers, and any other parties working with or on behalf of Hereward Security Solutions Limited.

## 3. Policy Statements

### 3.1 Commitment to Anti-Slavery and Human Trafficking

- **Zero Tolerance:** We have a zero-tolerance approach to modern slavery and human trafficking within our organisation and supply chains.
- **Compliance with Legislation:** We comply with all applicable laws and regulations regarding anti-slavery and human trafficking, including the Modern Slavery Act 2015.

### 3.2 Due Diligence Processes

- **Supplier Vetting:** Conduct thorough due diligence on all new suppliers and contractors, including checks for compliance with anti-slavery and human trafficking laws.
- **Risk Assessment:** Regularly assess and monitor the risk of modern slavery and human trafficking in our business operations and supply chains.

### 3.3 Employee Awareness and Training

- **Training Programs:** Provide training to employees at all levels to ensure they understand and can identify signs of modern slavery and human trafficking.
- **Reporting Mechanisms:** Establish clear reporting mechanisms for employees to report any concerns related to modern slavery or human trafficking.

### 3.4 Supplier and Contractor Compliance

- **Code of Conduct:** Require all suppliers and contractors to adhere to our anti-slavery and human trafficking standards, including signing our Supplier Code of Conduct.
- **Contractual Obligations:** Include clauses in contracts with suppliers and contractors that mandate compliance with anti-slavery and human trafficking laws.

## 4. Responsibilities

- **Management:** Responsible for ensuring the implementation and enforcement of this policy. Management will also oversee the training and awareness programs.
- **Employees:** Must comply with this policy and report any suspicions or evidence of modern slavery or human trafficking.

- **Suppliers and Contractors:** Must adhere to the standards set out in this policy and cooperate with our due diligence processes.

## 5. Reporting and Whistleblowing

- **Confidential Reporting:** Provide confidential channels for employees and third parties to report concerns about modern slavery or human trafficking without fear of retaliation.
- **Investigation:** Promptly investigate all reports of modern slavery and human trafficking and take appropriate action if violations are found.

## 6. Monitoring and Review

- **Regular Audits:** Conduct regular audits of our operations and supply chains to ensure compliance with this policy.
- **Policy Review:** This policy will be reviewed annually or as necessary to reflect changes in legislation or business practices.

## 7. Communication and Awareness

- **Policy Distribution:** Ensure this policy is distributed to all employees, suppliers, and contractors.
- **Public Statement:** Publish an annual statement on our website detailing the steps taken to prevent modern slavery and human trafficking in our operations and supply chains, in accordance with the Modern Slavery Act 2015.

By adhering to this Anti-Slavery and Human Trafficking Policy, Hereward Security Solutions Limited commits to upholding human rights and ensuring that our business operations and supply chains are free from modern slavery and human trafficking.