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ELIZABETHAN SECURITY LTD



The Carbon Neutral Company

Modern Anti-slavery Policy

Introduction

This policy is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Elizabethan Security Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Elizabethan Security Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

We are a provider of Static Security, Mobile Patrols, Keyholding & Alarm Response, CCTV Monitoring, and Concierge in the Security Industry sector.

Our high risk areas

Our suppliers could represent a high risk of modern slavery as they might make products abroad which could not make it easy to assess their business.

To prevent risks, our suppliers have to sign a contract with Elizabethan Security assuring compliance with this policy.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Equal Opportunity Policy**, which sets out our approach to promoting Equality of Opportunity with the principal aim of providing equality for all, preventing any form of discrimination and cultivating good relations between people of different groups.
2. **Harassment Policy** to maintain a non-discriminatory working environment that is free from harassment or bullying based on age, disability, gender reassignment, race (including colour, nationality and ethnic or national origins), religion or religious or philosophical belief, sex or sexual orientation
3. **Anti-Bribery Policy**. The aim of this policy is to help the Company act in accordance with the Bribery Act 2010, maintain the highest possible standards of business practice, and advise individuals of the Company's 'zero-tolerance' to bribery.

4. **Health & Safety Policy** which reflects the legal requirements to be fulfilled on health and safety.

5. **Corporate Social Responsibility Policy which focuses on:**
 - Conservation of natural resources used in our offices and our commitment to the environment – See Form 156 Environmental Policy
 - The behaviour of suppliers and contractors used by Elizabethan Security Ltd (Form 110)
 - Community & Charity Support
 - Processes that affect our employee relations and the wellbeing of our people
 - Promotion of our Industry
 - Local Council & Police
 - Involvement in our industry
 - Diversity and Inclusion: Local jobs, local people & long term unemployment
 - Public Protection Measures

6. **Environmental Policy** which demonstrates our commitment to continual improvement of environmental performance, with a view to reducing environmental impacts to levels not exceeding those corresponding to economically viable applications of best available practices and techniques

Our suppliers

Elizabethan Security Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier.

This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

Our policy forms are part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)

4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light.

Our performance indicators

Indicates effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain:

No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors.