

T-CLASS Security Modern Slavery and Human Trafficking Statement



Introduction

This Modern Slavery and Human Trafficking Statement sets down T-Class Security Limited's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

T-Class Security Limited is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

Organisational structure and supply chains

This statement covers the business activities of T-Class Security Limited which are as follows:

Manned Guarding
Door Supervision
Close Protection
Retail Guarding

The Company currently operates in the UK only.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: HR Manager is responsible for creating and reviewing policies. The process by which policies are developed is via annual review
- 1.2 Risk assessments: Operations Managers are responsible for risk assessments in respect of human rights and modern by a process of site visits and audits on a regular basis.
- 1.3 Due diligence: The Operations Director and Managing Director are responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Policies

T-CLASS Security Modern Slavery and Human Trafficking Statement

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes review of supplier policies and professional certifications and evaluating the modern slavery and human trafficking risks of each new supplier.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Managing Director endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Billy Tumelty
Position: Managing Director
Date: 01/07/2018