

Anti-slavery and anti-trafficking policy

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015. Vital Security Company is committed to combatting slavery and human trafficking and to acting with integrity in all its dealings, relationships, and supply chains. It expects the same high standards from all its staff, suppliers, contractors, and those with whom it does business. This policy applies to all employees, workers, consultants, and other persons doing business with the Vital Security Company including all its wholly owned companies, contractors, and suppliers

The Vital Security Company acknowledges the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Vital Security Company takes its responsibilities to combat modern slavery seriously as demonstrated by its promotion and adoption of the following policy measures:

- The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for the Vital Security Company or under its control.
- Appropriate due diligence processes must be carried out in relation to modern slavery which may include considering human rights in a sector or country, the type of sector in which a service provider operates, the countries from which services are provided, the nature of relationships with suppliers, and the complexity of supply chain(s).
- All supply chain lines need to be continually risk assessed and managed in relation to modern slavery and any high-risk suppliers audited. The Vital Security Company standard procurement and contract documentation addresses anti-slavery and anti-trafficking. Staff working in central Procurement Services are trained in the importance of these provisions.
- Vital Security Company encourages anyone to raise any concerns about modern slavery, using its whistle blowing policy if necessary, and will support anyone who acts in good faith.
- Vital Security Company dignity at work, equalities, and remuneration and reward policies and procedures support its efforts to combat modern slavery and human trafficking.
- Vital Security Company will continue to develop its commitment to combat modern slavery and human trafficking and will outline such activities within its annual anti-slavery and anti-trafficking statement.

Any breaches of this policy may result in the Vital Security Company taking disciplinary action against individual(s) and/or terminating its relationship with any organization or supplier.

Training

We regularly conduct modern slavery training for our procurement teams and issue guidance to our employees so that they are aware of the issues surrounding modern slavery and what to do if they suspect that it is taking place within our supply.

Our performance indicators

We will know the 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 if:

- Reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- The use of grievances mechanisms.
- The level of communication and personal contact with next link in the supply chain.
- The completion of audits.