

# MODERN SLAVERY POLICY STATEMENT

This statement is made pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that Regency Guarding & Events 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. Regency Guarding & Events 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

Mainly our business operates in all over the United Kingdom and dealing in Physical Manned guarding, CCTV Monitoring, Event Managements, Security Risk Assessment & Site Surveys.

## Our high-risk areas

Follow the compliance as per Security Industry Authority guidelines as a regulator and other Government & private compliance and regulation involved and all risk is reduced by using PESTLE analysis and reviewing timely basis all risk identified.

## 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. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistle blowing policy. We operate a whistle blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.



## Our suppliers

Security Guarding & Events 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 [and on-site audits which include a review of working conditions. Our anti-slavery policy forms 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:

They have taken steps to eradicate modern slavery within their business

1. They hold their own suppliers to account over modern slavery
2. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
3. We may terminate the contract at any time should any instances of modern slavery come to light

## Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

## 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:

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

Issue/ Review Date	Issuer/Reviewer	Changes
25/05/2019	Conor Powers	Initial Issue
02/11/2020	Conor Powers	None – Fit for purpose
18/10/2021	Conor Powers	None - Fit for Purpose
14.10.2022	Conor Powers	None
10.10.2023	Paul Burningham	None