



# Anti Slavery Policy V5

## PV 17 Anti-Slavery Policy V5 2024

Tactical Security Options Ltd are committed to a policy of compliance in a planned and controlled approach to the requirements of:

Anti-Slavery and Human Trafficking Policy V5 2024

To continually review and develop the 'Business (Quality) Management System and operational procedures to ensure that we as a company meet the needs and expectations of our customers and comply with all

relevant legislation both current and future.

Approved by: Dave Pattinson Managing Director

Issue Date: 5<sup>th</sup> September 2023

Last Review Date: 9<sup>th</sup> August 2024

Next Review Date 9<sup>th</sup> August 2025

Ref: PG 00

*This policy will be reviewed annually or earlier*

*if significant changes occur, to ensure its continuing suitability, adequacy, and effectiveness.*

Print Date: 12 August 2024 at 9:30 AM

## **Anti-Slavery and Human Trafficking Policy V4 2023**

### **Introduction**

Tactical Security Options Ltd is a responsible employer and we take our obligations to our employees and members of the public very seriously. This is why we have set out this policy to help us ensure the operations and activities of our company or clients help us comply with our moral and legal duties in relation to Modern Day Slavery and Human Trafficking issues or concerns.

In addition this is also a good practice and guidance for all our security operatives when at work, if they suspect Modern Day Slavery and Human Trafficking issues or concerns.

### **Anti-Slavery and Human Trafficking Policy**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the “Act”) and sets out the steps that Tactical Security Options Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or clients and customers who we work for.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Tactical Security Options 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 clients or customers.

Our Business Tactical Security Options Ltd operates from a number of locations providing security and protection services.

#### **Our High Risk Areas**

We are committed to monitoring our clients and customers to identify high risk areas and mitigate the risk of modern slavery and human trafficking in these areas.

#### **Our Policies (S.O.P.s)**

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

These include:

Recruitment and Selection, Vetting policy.

We operate a robust recruitment policy, including conducting eligibility to work in the UK screening for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Whistleblowing policy.

We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues or clients and customers are being treated, or practices within our business or clients and customers venues and sites, without fear of reprisals.

Code of business conduct.

This code explains the manner in which we behave as an organisation and how we expect our employees to act. We review our policies at regular intervals to ensure that we remain compliant and pro-active in our approach to modern slavery.

Our Clients and Customers

Our Clients and Customers Code of Conduct states that we will conduct our business, and expect our Our Clients and Customers to conduct theirs, ethically and legally.

We will reject Our Clients and Customers who have criminal convictions arising from offences related to modern slavery.

Tactical Security Options Ltd promise to;

Pay our employees at least the national minimum wage / national living wage (as appropriate) in the UK and the prevailing minimum wage applicable within other countries of operation;

Ensure that no part of our business operation or customers and clients is in contravention of the Modern Slavery Act 2015;

Take steps to eradicate modern slavery within our business and clients and customers venues and sites.

Hold our own clients and customers to account over modern slavery;

Terminate clients and customers contracts should any instances of modern slavery at our clients venues and sites come to light. In agreeing to do business with Tactical Security Options Ltd our clients and customers agree to implement these and other provisions in their own business.

**This policy has been approved & authorised by:**

Managing Director: Dave Pattinson

Signature: *Dave Pattinson*

A handwritten signature in black ink, featuring a stylized 'D' and 'P' with a long horizontal stroke extending to the right.

Compliance Director: Stacey Vivian

Signature: *Stacey Vivian*

Date: 06.09.2023