

Modern Day Slavery Policy

1. Introduction

SL Security is committed to preventing modern-day slavery and human trafficking within its operations and supply chain. This policy outlines our commitment to ethical business practices and compliance with the Modern Slavery Act 2015.

2. Policy Statement

SL Security condemns all forms of modern slavery, including forced labour, human trafficking, and child labour. We are committed to upholding human rights and ethical labour practices in all aspects of our business operations.

3. Responsibility

- The Board of Directors is responsible for ensuring the implementation and effectiveness of this policy.
- The Human Resources department is responsible for overseeing compliance with this policy and conducting regular reviews.
- All employees are responsible for familiarizing themselves with this policy and adhering to its principles.

4. Risk Assessment

SL Security will conduct regular risk assessments to identify and mitigate the risk of modern slavery within our operations and supply chain. This includes assessing the risk associated with suppliers, contractors, and business partners.

5. Due Diligence

- We will conduct due diligence on all new suppliers and contractors to ensure they comply with our zero-tolerance approach to modern slavery.
- Existing suppliers and contractors will be periodically reviewed to ensure ongoing compliance with our standards.

6. Training and Awareness

- All employees will receive training on identifying and reporting potential instances of modern slavery.
- Suppliers and contractors will be made aware of our commitment to ethical business practices and the consequences of non-compliance.

7. Reporting

- Any employee who suspects or identifies a potential case of modern slavery must report it immediately to their manager or the Human Resources department.
- Suppliers and contractors are encouraged to report any concerns related to modern slavery within their own operations or supply chain.

8. Investigation and Action

- All reports of potential modern slavery will be thoroughly investigated by the appropriate authorities within the company.
- If instances of modern slavery are confirmed, SL Security will take immediate action, which may include termination of contracts, reporting to law enforcement, and providing support to victims.

9. Transparency and Communication

- SL Security will communicate our commitment to combating modern slavery through our website, annual reports, and other relevant channels.
- We will regularly update stakeholders on our progress in implementing this policy and addressing any issues that arise.

10. Continuous Improvement

- SL Security is committed to continuously improving our practices to combat modern slavery and human trafficking.
- We will regularly review and update this policy to ensure it remains effective and reflects best practices in the field.

11. Compliance

- Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or contract.

12. Conclusion

SL Security is dedicated to the eradication of modern slavery and human trafficking. By implementing this policy and working collaboratively with our employees, suppliers, and stakeholders, we aim to create a business environment where exploitation has no place.

Date of Policy Approval: 12th February 2024

Policy Review Date: 12th February 2025

Signed By:



Matthew Sandhu (Company Director)



Stephen Sandhu (Company Director)



Thomas Lawrence (Company Director)