



Modern slavery is a serious crime and a gross violation of fundamental human rights. It can take many forms, including slavery, servitude, forced or compulsory labour, and human trafficking, all of which involve the deprivation of a person's liberty for personal or commercial exploitation.

At King Safety and Security Ltd, we maintain a zero-tolerance approach to modern slavery in all its forms. We are fully committed to conducting our business ethically, with integrity and transparency, and to implementing effective systems and controls to ensure modern slavery does not occur within our operations or supply chains.

### Our Commitment

- We are committed to acting in accordance with the Modern Slavery Act 2015, ensuring full transparency and accountability across all aspects of our business and throughout our supply chain.
- We take proactive steps to assess, monitor, and mitigate risks related to modern slavery and human trafficking.
- We foster a culture of openness, where concerns related to unethical or illegal conduct, including modern slavery, can be raised without fear of retaliation.

### Supply Chain Expectations

We expect the same high standards from our contractors, suppliers, subcontractors, and other business partners. As part of our contractual processes:

- We include specific prohibitions against the use of forced, bonded or indentured labour, child labour, or human trafficking.
- We require our suppliers to warrant compliance with modern slavery legislation and to cascade these requirements throughout their own supply chains.
- We may undertake audits, request evidence of compliance, or terminate contracts where non-compliance is identified.

### Scope and Application

This declaration applies to:

- All individuals working at all levels of the organisation, including directors, officers, employees, temporary and agency staff, interns, volunteers, contractors, consultants, third-party representatives, and business partners.

### Governance and Review

- This statement is reviewed annually and updated where necessary to reflect any changes in legal or regulatory requirements or our internal practices.
  - It forms part of our wider commitment to ethical business conduct and corporate social responsibility.
  - Although this statement does not form part of any employee's contract, compliance is mandatory and breaches may lead to disciplinary action or termination of engagement.
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Signed:

Matthew Beer

Director

Date: January 2025