



## ANTI-SLAVERY STATEMENT

Commercial organisations subject to the 2015 Modern Slavery Act ('the Act') must report annually on the steps they have taken during the financial year to ensure that slavery and human trafficking are not taking place in their own business or supply chains.

The Act relates to any organisation whose turnover is above £36 million. Although SmartSec Solutions does not fall within this category, we have provided the following statement.

SmartSec Solutions is a Security and Receptionist provider. We operate in London and the Home Counties, and all of the staff working for our organisation work directly for us on a fully paid PAYE basis.

To ensure we are supporting our customers' compliance with the Modern Slavery Act 2015 section 54, SmartSec Solutions is committed to ensuring our organisation takes the necessary steps to prevent modern slavery and human trafficking from taking place in our business.

We do so by complying with British Standards 7858 (Vetting standards), which means careful due diligence and auditing process are put in place to screen all employees of SmartSec Solutions. This includes screening the applicants' five-year history prior to application, as well as obtaining identification documents. As an ACS company, customers can be reassured that all staff employed to work on their sites will be fully vetted to BS7858 standards.

As part of the company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported uniforms and workwear from sources outside the UK and EU are potentially more at risk for slavery/human trafficking issues. Therefore, the level of management control required for these sources will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking. The Company Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives and provide adequate resources (training etc) and investment to ensure that slavery and human trafficking are not taking place within the organisation within its supply chains.

This policy statement will be reviewed annually and published.

A handwritten signature in black ink, appearing to read "Theo Nicolaou", with a horizontal line underneath.

Theo Nicolaou

Managing Director

October 2021