

Organisation

This statement applies to Ward Security Limited and any associated subsidiary companies, (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2020/2021.

Organisational Structure

Ward Security Limited employees 1000+ staff nationally providing security services to a range of UK businesses, ranging from security guarding, CCTV systems, property management, canine general purpose and explosive/narcotics dog services, key-holding and response alarm systems.

Ward Security operates under Ward Security Group Holdings, with registered companies of Ward Security Limited, Call4Response and Ward Security Training Limited.

Our Executive Board comprises of Kevin Ward, Managing Director, Ben Draper, Chief Operating Officer, Paul Harvey, Chief Commercial Officer and Nicholas Parrett, Chairman. The Executive Board are supported by a Senior Leadership Team and their respective teams.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom with regional hubs in London, West, Central and South.

Our Head Office is based in Chatham, Kent, with regional offices in London, Central and West regions.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply Chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to direct support including resources and installations designed to assist in fulfilling our frontline operations to deliver client contracts. All such companies are vetted and verified to ensure they are regulated and audited to the same SIA ACS standards. In addition, we engage indirect support covering a wide scope of services including professional consultations, uniforms, vehicles and maintenance, security equipment and office supplies.

Our documented Company Operating Procedures including “Approval & Review of Suppliers” and “Approval & Review of Subcontracted Labour” sets out requirements and expectations to ensure our supply chain is sourced

responsibly and meets appropriate standards. We meet with key suppliers regularly and reserve the right to audit any to confirm compliance with the requirements set out in this policy. Failure to allow this, or breach of the Modern Slavery Act 2015 will require a plan for immediate remedial action or will result in termination of the business relationship.

Potential Exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in the provision of labour from countries where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers, ensuring all employees Right to Work and Proof of I.D. meet the Home Office requirements, and full vetting standards, as an ACS approved employer, are fully compliant to British Standard 7858.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery.
- measures in place to identify and assess the potential risks in its supply chains.
- undertaking impact assessments of its services upon potential instances of slavery.
- any actions taken to embed a zero-tolerance policy towards modern slavery.
- any training provided to staff on modern slavery.

Key Performance Indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

The organisation has reviewed its key performance indicators (KPI's). As a result, we monitor our current approved supplier/contractor process to ensure it specifically addresses the organisations approach to slavery and human trafficking and that there is a declaration they are free from any such activities within their own processes and supply chain.

Policies

The Organisation has the following policies which further define its stance on modern slavery:

- Modern Slavery Act Policy.
- Recruitment Policy.
- Business Conduct & Ethical Policy.
- Whistleblowing Policy.
- Ethical Purchasing Policy.
- Corporate Social Responsibility Policy.
- Approval and review of Suppliers.

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant actions with regard to the Organisation's obligations.

The Slavery Compliance Officer details are:

Caroline Cuthbert, People Director

Ward Security Limited

2nd Floor

Fitted Rigging House

The Historic Dockyard

Chatham

Kent

ME4 4TZ

Email: HRQueries@ward-security.co.uk

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 16 December 2021



Signed:

Print name: Kevin Ward

Job Title: Managing Director

Date: 16 December 2021