

On Site Security Ltd

MODERN SLAVERY (ANTI-SLAVERY AND HUMAN TRAFFICKING) POLICY

1. PURPOSE

Modern slavery is a crime and a violation of fundamental human rights. It includes slavery, servitude, forced and compulsory labor, and human trafficking, all of which exploit people for personal or commercial gain.

On Site Security Ltd has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships. We enforce effective systems to ensure modern slavery is not occurring within our business or supply chains.

We are committed to transparency in our business and approach to tackling modern slavery, consistent with our obligations under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers, and business partners.

2. SCOPE

This policy applies to all persons working for On Site Security Ltd or on our behalf in any capacity, including employees, directors, officers, agency workers, volunteers, interns, agents, contractors, consultants, third-party representatives, and business partners.

This policy does not form part of any employee's contract of employment, and On Site Security Ltd may amend it at any time.

3. RESPONSIBILITY FOR THE POLICY

On Site Security Ltd's Director has overall responsibility for this policy, supported by senior management. Managers ensure day-to-day compliance with legal and ethical obligations.

The Operational & Management Team is responsible for implementing this policy, monitoring its use, dealing with queries, and auditing internal systems to counter modern slavery.

Management at all levels must ensure those reporting to them understand and comply with this policy and receive adequate training on modern slavery.

4. COMPLIANCE WITH THIS POLICY

You must read, understand, and comply with this policy. Preventing, detecting, and reporting modern slavery in any part of our business or supply chains is everyone's responsibility. Avoid any activity that might lead to or suggest a breach of this policy.

Notify your manager or the Legal and Compliance Director if you believe or suspect a breach of this policy has occurred or may occur in the future. Raise concerns about any issue or suspicion of modern slavery at the earliest stage.


We support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. On Site Security Ltd ensures no one suffers detrimental treatment as a result of reporting suspected modern slavery.

5. COMMUNICATION AND AWARENESS

Training on this policy and the risks of modern slavery in our supply chains will be provided as necessary. Our zero-tolerance approach must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship and reinforced as appropriate.

6. BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. On Site Security Ltd may terminate relationships with individuals and organizations working on our behalf if they breach this policy.

	
Mr Mohamed Mohamud	
Company Director	
Date: 03/01/2025	Revision: Twelve (12 Months)