



Bridge Guard Security

Anti-Modern Slavery Statement

INTRODUCTION

The Statement sets out Bridge Guard Security Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

As part of the security industry, the company recognizes that it has the responsibility to take a robust approach to slavery and human trafficking.

The company is committed to preventing slavery and human trafficking in its corporate activities, and to ensure that its supply chains are free from slavery and human trafficking.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

This statement covers the activities of Bridge Guard Security Ltd.

- Bridge Guard Security is an independent security company specializing in security services of customer facilities. The company was formed in 2020 and has achieved with an extensive experience within the security industry. Bridge Guard Security develops a partnership with its clients, understanding their security needs and strategy; this enables the company to provide an individual service to meet the client's need and expectations.
- Bridge Guard Security provides specialist services within the provision of security guarding.
- The organization's workforce is employed on a permanent contractual basis. All right to work, residency, security industry authority and employment history verification checks are conducted in accordance with the Immigration,

Asylum and Nationality Act 2006, BS 7585:2012 standards and SIA requirements. We have ensured all workers are in receipt of the National Minimum Wage and paid on time on a monthly basis.

The organization currently operates in the following countries:

- England

There are no activities that are considered to be a high risk of slavery and human trafficking. Through the supplier/ procurement code of conduct, the company will ensure that all the suppliers will also adhere to the Modern Slavery Act 2015.

RESPONSIBILITY

Responsibility for the organization's anti-slavery initiatives is as follows:

- **Policies:** Managing Director and Operations Manager.
- **Investigations/Due Diligence:** The Operations Manager is responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking. Site inspections are completed to ensure there are no poor working conditions (e.g. dirty environment, health and safety risks) for the guards.
- **Training:** The Operation Manager is responsible for ensuring that the awareness of slavery and human trafficking risks are communicated throughout the organization and through the supply chain.

RELEVANT POLICIES

The organization operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Employee code of conduct:** The organization's code makes clear to employees the actions and behavior expected of them when representing the organization. The organization strives to maintain the highest standards of employee conduct and ethical behavior when operating on other sites and managing its supply chain.
- **Supplier Code of Conduct:** The organization is committed to ensuring that its supplier adheres to the highest standard of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat a worker with dignity and respect, and act ethically and within the law in their use of labor. As part of the supply chain selection process all the potential and existing suppliers are required to complete a supplier questionnaire. All suppliers are required to provide the evidence of their compliance towards Labor standards and the principle of this standard as well

as the asylum and immigration Act 2006. This enables the procurement team to identify any potential risks to the quality of the service provision or goods being provided by the supplier and prevent any slavery or human trafficking. All suppliers are audited against the supplier code of conduct.

- **Recruitment Policy:** The organization only employ people on a contractual basis. Prior to commencement of employment all employees are subjected to right to work, residency, SIA, and employment checks in accordance with the Immigration Asylum and Nationality Act 2006, Security Industry Authority and BS 7585:2012 code of conduct. The recruitment policy is compliant with all EU and UK legislation. Including the minimum wage and therefore is not at risk of slavery and human trafficking.
- **Corporate Governance & Social Responsibility Policy:** Bridge Guard Security's corporate governance and social responsibility cover the responsibilities of the board of directors and the organization's commitment towards the external environment, health and safety, workplace responsibilities and assurance to the supplier chain code of conduct. The policy is communicated to the whole workforce and forms part of the induction program.
- **Anti-Bribery Policy:** The organization's anti-bribery policy aims to prevent any form of bribery being committed within the organization and by any stakeholder(s) associated with the business. The policy is communicated to all employees and forms part of the induction program.

DUE DILIGENCE

The organization undertakes due diligence when considering taking on new suppliers and regularly review its existing supplier. The organizations due diligence and review include:

- Evaluating the modern slavery and human trafficking risks of each new supplier in accordance with the supply chain selection process.
- Conducting supplier audits through the Bridge Guard Security Compliance Director, which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- If required, take steps to improve substandard supplier's practices, including providing advice to suppliers and require them to implement action plans where applicable. Audits carried out by Bridge Guard Security supplier have confirmed that they meet the Bridge Guard Security supplier code of conduct and therefore no improvement plans have been involved;

- If required, invoke sanctions against a supplier that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship. Audits carried out by Bridge Guard Security supplier have confirmed that they meet the Bridge Guard Security supplier code of conduct and therefore no sanction including termination of contracts have been issued.
- Employees are free to form or join unions where necessary.

PERFORMANCE INDICATORS

In the light of the introduction the Modern Slavery Act 2015 the organization will:

Review its existing supply chains by the end of the financial year to ensure their compliance with the Modern Slavery Act 2015.

TRAINING

The organization will require all staff, including managers within the organization to receive awareness training on modern slavery as a module within the organization's induction, management development, and refresher programs.

The organization's modern slavery awareness training will cover:

- Our business purchasing practices, which influence supply chain conditions and which should, therefore, be designed to prevent purchases at unrealistically low prices, the use of labor engaged on unrealistically low wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- How to assess the risk of slavery and human trafficking in relation to the various aspects of the business, including resources and support available;
- How to identify the signs of slavery and human trafficking;
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organization; and
- What steps the organization should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organization's supply chain.

The statement has been approved by the organisation's Director, who will review and update it annually.