



Modern Slavery Policy

Introduction

Marvellous Security Services Limited (MSSL) is committed to ensuring that modern slavery, in all its forms, is not present in our business or supply chains. This policy outlines our stance against modern slavery and human trafficking and our commitment to act ethically and with integrity in all our business dealings and relationships.

Purpose

The purpose of this policy is to define MSSL's approach to identifying, preventing, and addressing any risks of modern slavery and human trafficking within our operations and supply chain. Our commitment is rooted in acting ethically, with integrity, and ensuring transparency in all our business dealings.

Scope

This policy applies to all employees of MSSL, including temporary and permanent staff, contractors, consultants, and any other workers engaged in our operations. It also extends to our suppliers, subcontractors, and business partners.

Our Commitment

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. MSSL has a zero-tolerance approach to any form of modern slavery. We are committed to:

- Ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business.
- Implementing and enforcing effective systems and controls to ensure modern slavery does not take place in our operations or supply chains.
- Acting transparently in our operations and striving for continuous improvement in our approach to tackling modern slavery.
- Promoting a culture of respect for human rights and ensuring that our employees and partners understand and adhere to this policy.



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Due Diligence Processes

MSSL has implemented the following due diligence processes to identify and mitigate the risks of modern slavery:

- **Supplier Assessment:** We assess all potential suppliers to ensure their practices align with our commitment to preventing modern slavery. This includes evaluating their labour practices, working conditions, and adherence to relevant laws and regulations.
- **Contractual Obligations:** All contracts with suppliers and partners include clauses that require them to comply with the Modern Slavery Act 2015 and our policy.
- **Training and Awareness:** We provide training to our staff and management to ensure they understand the risks of modern slavery and are equipped to identify and report any concerns.
- **Recruitment Procedure:** We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees, to safeguard against human trafficking or individuals being forced to work against their will.

Risk Assessment and Management

We regularly assess the risk of modern slavery within our business operations and supply chain. This assessment includes:

- Identifying areas of our business and supply chains where there is a higher risk of modern slavery.
- Evaluating the effectiveness of our existing controls and taking steps to strengthen them where necessary.
- Engaging with suppliers and stakeholders to ensure they share our commitment to preventing modern slavery.

Reporting and Whistleblowing

MSSL encourages all employees, suppliers, and other business partners to report any concerns related to modern slavery or human trafficking. We provide a confidential and



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secure reporting mechanism that allows individuals to raise concerns without fear of retaliation.

Any reports of modern slavery will be thoroughly investigated, and appropriate action will be taken in line with our disciplinary and contractual procedures.

Training

We regularly brief all relevant management and staff members, ensuring that our policies are communicated to every employee. This training enables them to understand the signs of modern slavery and what to do if they suspect there is any risk of it taking place within any area of our business or supply chain.

Performance Indicators

We will measure the effectiveness of the steps we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain by:

- Monitoring reports received from employees, the public, or law enforcement agencies regarding potential modern slavery practices.
- Ensuring clear communication and personal contact with every employee, ensuring their understanding of and compliance with our expectations regarding modern slavery.

Continuous Improvement

We are committed to continuously improving our approach to addressing modern slavery risks. This includes:

- Reviewing and updating this policy regularly to reflect changes in legislation, best practices, and our business activities.
- Monitoring and auditing our supply chain and operations to ensure ongoing compliance with this policy.



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- Engaging with industry initiatives and stakeholders to stay informed of emerging risks and best practices related to modern slavery.

Review and Amendments

This policy will be reviewed regularly and amended as necessary to ensure it remains effective and compliant with current safety laws and regulations.

Contact Information

For any questions or clarification regarding this policy, employees should contact the HR Manager or Managing Director.

Approved

The Managing Director shall review this policy annually or following significant changes.

Mr. Abdul Wakab

Marvellous Security Services Limited

This policy is reviewed on 15-05-2024