

## Policy Statement

### Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015, as the Assist Group of companies carries on business in the UK. We are committed to preventing modern slavery, including slavery, servitude, forced or compulsory labour, and human trafficking, in our operations and supply chains. We support the elimination of slavery in all its forms.

### Our Structure, Business, and Supply Chains

The Assist Group of companies provide security services across the UK, serving commercial, residential, and public sector clients. Our supply chains include suppliers of security equipment, uniforms, and temporary labour, primarily based in the UK, with some international sourcing from Europe and Asia.

### Our Policies on Slavery and Human Trafficking

The Assist Group of companies has policies to combat slavery and human trafficking, including:

- ⦿ Paying all staff at least the National Minimum Wage, aiming for the Real Living Wage where possible.
- ⦿ Providing minimum working conditions on all sites, including access to light, heat, and facilities to make a warm drink.
- ⦿ Requiring suppliers to comply with anti-slavery laws through our Supplier Code of Conduct, which outlines our ethical expectations.

### Due Diligence Processes for Slavery and Human Trafficking

We conduct due diligence to prevent slavery and human trafficking in our business and supply chains by:

- ⦿ Reviewing our employment practices to ensure compliance with labour laws.
- ⦿ Evaluating suppliers through questionnaires and requiring them to adhere to our Supplier Code of Conduct.
- ⦿ Monitoring supplier compliance through regular reviews and addressing any concerns promptly.

### Risk Assessment and Management

We have identified risks of slavery and human trafficking in:

- ⦿ Temporary labour providers, where workers may be vulnerable to exploitation.
- ⦿ Supply chains involving international sourcing, particularly in regions with higher risks of forced labour.

To manage these risks, we:

- ⦿ Assess suppliers for modern slavery risks before onboarding.
- ⦿ Require high-risk suppliers to provide evidence of their anti-slavery measures.
- ⦿ Take steps to address non-compliance, including remediation or termination of contracts.

### Effectiveness in Preventing Slavery and Human Trafficking

We measure our effectiveness in ensuring slavery and human trafficking are not taking place by tracking:

- ⦿ The number of suppliers reviewed for compliance annually.
- ⦿ The number of modern slavery concerns reported and resolved.

These performance indicators are reviewed annually by our Senior Management Team to ensure continuous improvement.



### **Training on Slavery and Human Trafficking**

We provide training to our staff on slavery and human trafficking, including:

- 🔗 Annual training for all employees to recognise and report modern slavery.
- 🔗 Specific guidance for procurement staff on identifying risks in supply chains.

### **Group Statement and Publication**

This statement covers the Assist Group of companies. It addresses steps taken to prevent modern slavery across all entities and their supply chains, and is published on the company website: [assistsecurity.co.uk](https://assistsecurity.co.uk).

### **Commitment**

This statement is reviewed annually by the Senior Management Team to ensure its ongoing relevance and effectiveness. It is communicated to all employees and available to stakeholders upon request.

Troy Hewitt  
**Group Managing Director**  
Updated: 1<sup>st</sup> April 2025