Anti-Slavery and Human Trafficking Policy
Total Control Security Ltd
Introduction

Total Control Security Ltd is committed to ensuring that modern slavery and human trafficking do not exist in any part of our business or supply chains. We are dedicated to maintaining the highest ethical standards and promoting respect for human rights, dignity, and fairness in all our operations. This policy sets out our commitment to preventing modern slavery and human trafficking and to ensuring that we comply with the relevant laws and regulations, including the UK Modern Slavery Act 2015.

Policy Statement
Total Control Security Ltd has a zero-tolerance approach to slavery and human trafficking in any form. We will not tolerate or condone any situation of forced labour, child labour, trafficking, or exploitation within our organization or our supply chain. We are committed to identifying and addressing any risks related to modern slavery and to taking appropriate actions to eliminate such practices.

Scope of the Policy
This policy applies to all employees, contractors, suppliers, and third parties engaged in business activities with Total Control Security Ltd, both in the UK and internationally. It covers:

- Recruitment and employment practices
- Working conditions
- Treatment of employees and workers
- Supply chain management

Definition of Modern Slavery and Human Trafficking
Modern slavery refers to a range of exploitative practices, including but not limited to:

- **Forced labour:** People being compelled to work against their will under threat of punishment or coercion.
- **Human trafficking:** The illegal trade and exploitation of individuals for labour or commercial sexual exploitation.
- **Debt bondage:** People being forced to work to repay a debt under unfair or illegal conditions.
- **Child labour:** The employment of children in work that deprives them of their childhood, education, and basic rights.
- **Involuntary servitude:** Forced or coerced work without consent.

Our Commitment
Total Control Security Ltd is committed to the following principles to combat modern slavery and human trafficking:

- **Ethical Recruitment:** We ensure that all recruitment practices, both within the company and across our supply chain, are free from exploitation and coercion. We ensure that employees have the right to work and that they are treated fairly and with respect.
- **Fair Working Conditions:** We provide employees with fair wages, benefits, and safe working conditions. Employees are never required to work in unsafe environments or under conditions of undue pressure or exploitation.
- **Training and Awareness:** We will provide ongoing training to all employees to help them understand the risks of modern slavery and how to identify and report concerns.
- **Due Diligence in Supply Chains:** We conduct thorough due diligence in our supply chain to assess and mitigate the risk of modern slavery and human trafficking. We will only work with suppliers and contractors who share our commitment to preventing modern slavery.

Responsibilities

Employees: All employees have a responsibility to adhere to this policy and to report any suspicions or concerns related to modern slavery or human trafficking.

Managers: Managers are responsible for ensuring that the policy is implemented and followed in their teams and for addressing any instances of modern slavery or human trafficking.

Suppliers and Contractors: Suppliers and contractors are required to comply with the provisions of this policy and to demonstrate their commitment to ethical practices regarding modern slavery and human trafficking.

Reporting and Whistleblowing

If any employee, supplier, or other stakeholder suspects or becomes aware of any form of modern slavery or human trafficking within Total Control Security Ltd or our supply chain, they must report it immediately. The company provides a confidential whistleblowing mechanism to allow concerns to be raised without fear of retaliation.

Reports can be made to:

- Line manager
- HR department
- Dedicated whistleblowing hotline/email (if applicable)

All reports will be treated with confidentiality and investigated promptly.

Due Diligence and Supply Chain Management

Total Control Security Ltd will ensure that appropriate due diligence is carried out when selecting new suppliers, contractors, and business partners to assess their practices regarding modern slavery and human trafficking. We will:

- Require suppliers to provide written assurance of their compliance with anti-slavery and anti-trafficking standards.
- Review supplier contracts to ensure they contain provisions that prohibit modern slavery and human trafficking.
- Conduct periodic audits and assessments to ensure that suppliers and contractors adhere to our policies.

Consequences of Violating the Policy

Any employee or third-party partner found to be engaging in, facilitating, or turning a blind eye to modern slavery or human trafficking practices will face immediate disciplinary action. This may include termination of employment or business relationships. In cases where violations are criminal in nature, the company will cooperate fully with law enforcement authorities and may pursue legal action.

Training and Awareness

Total Control Security Ltd will provide training on the risks of modern slavery and human trafficking to all employees, particularly those involved in recruitment, procurement, and supply chain management. This training will help employees to recognize the signs of modern slavery and human trafficking and to understand the steps they should take to report concerns.

Review and Monitoring

This policy will be reviewed regularly to ensure that it remains effective and aligned with legal requirements. Total Control Security Ltd will monitor compliance with this policy through regular audits and risk assessments and will take corrective actions as necessary.

Conclusion

Total Control Security Ltd is committed to combating modern slavery and human trafficking in all its forms. We will ensure that our business and supply chains are free from exploitation, and we will take appropriate actions to address any concerns related to modern slavery. This policy reflects our values of integrity, transparency, and respect for human rights.

This Anti-Slavery and Human Trafficking Policy demonstrates Total Control Security Ltd.'s commitment to preventing slavery and trafficking in its operations and supply chains and provides a clear framework for action.