

Modern Slavery Policy Statement

Spycon Security Ltd

1. Responsibility for the Policy

The **Board of Directors** of **Spycon Security Ltd** has overall responsibility for ensuring that this policy complies with all legal and ethical obligations.

The **Managing Director** has day-to-day responsibility for:

- Implementing this policy.
- Monitoring its effectiveness.
- Auditing internal control systems and procedures to ensure they effectively prevent and address the risk of modern slavery.
- Investigating any allegations of modern slavery within the Company's operations or supply chains.

Line Managers are responsible for ensuring that their teams understand and comply with this policy.

2. Compliance

The prevention, detection, and reporting of modern slavery in any part of **Spycon Security Ltd's** business or supply chains—whether in the UK or overseas—is the responsibility of everyone working for or under the control of the Company.

You must:

- Avoid any activity that could lead to a breach of this policy.
- Immediately report any suspected breach or conflict with this policy to your line manager or in accordance with the Company's **Whistleblowing Policy**.

We encourage staff to raise concerns at the earliest possible stage if they suspect any form of modern slavery, including:

- Exploitation of workers.
- Unfair or unsafe working conditions.
- Practices within our supply chains that may constitute slavery or forced labour.

If you are unsure whether a particular act or condition constitutes modern slavery, speak with your line manager. You may also contact the UK **Modern Slavery Helpline** on **0800 0121 700** for confidential advice.

Spycon Security Ltd is committed to an open and supportive culture. Anyone raising genuine concerns in good faith will be supported, even if their suspicions turn out to be unfounded. No employee will suffer any detrimental treatment or victimisation for reporting such concerns.

3. Training and Communication

- Staff will receive training on this policy and the risks of modern slavery relevant to their roles, ensuring they can identify and report any concerns.
- The Company's **zero tolerance** approach to modern slavery will be communicated to all suppliers, contractors, and business partners.
- This policy will be provided and explained when entering into or renewing any contract with external partners.

4. Breach of the Policy

Any employee who breaches this policy will face disciplinary action, which may include **summary dismissal for gross misconduct**.

The Company also reserves the right to terminate relationships with suppliers, contractors, or other business partners if they breach this policy or are found to be involved in modern slavery.

Approved by:

Signed: 

Name: Zain Saqib

Position: Managing Director

Date: 1st Jan 2025

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