

## MODERN SLAVERY POLICY STATEMENT

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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to minimise the risk of modern slavery in our business and supply chains.

### INTRODUCTION

Northern security Ltd is committed to preventing modern slavery and human trafficking occurring in any of its corporate activities, as a security company our services are delivered to our clients, and our commitment is to ensure that those organisations that we actually contract with to receive our services are aware of our policies in order to comply with the Modern Slavery Act. This commitment is evident through our company policies which aim to uphold the highest ethical and professional standards.

### OUR ORGANISATIONAL STRUCTURE AND OPERATIONS

Northern Security is a security services provider and is made up of Northern Security Ltd and Northern Security Systems Limited employing 200 staff across the Northwest and east. All our suppliers and customers are based in the UK.

### OUR COMMITMENT TO THE PRINCIPLES OF THE MODERN SLAVERY ACT 2015

Northern security is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident they can expose wrongdoing without any risk to themselves and as such the company has an established whistleblowing policy which all staff can access alongside all other company policies on the employee portal (staff intranet).

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and are subject to DBS checks in order to safeguard employees and apprentices from any abuse or coercion.

We do not enter into business with any organisation which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

### OUR SUPPLY CHAIN

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited, and we procure goods and services from UK suppliers only.

This statement has been approved by Paul Hopper, managing director for the financial year ending 30/11/2024. This statement will be reviewed and updated every year.