



Total Protection Security

Modern Slavery and Human Trafficking Statement

Introduction

Total Protection Security is absolutely committed to being the market leader in ethical and compliant supply. This policy is intended to ensure that Total Protection Security complies with the Modern Slavery Act 2015.

Scope

This policy is applicable to all employees (both salaried and hourly paid), workers, contractors, and applicants.

Responsibility

As an employer, we have a responsibility to comply with the Modern Slavery Act, ensuring we have the correct procedures in place to maintain this.

Managers have a responsibility to follow, lead and therefore ensure their teams conduct themselves in line with this Policy. They also have a responsibility to communicate and monitor the operation of this Policy within their area of responsibility.

All individuals, employees, workers, contractors, applicants and suppliers have a responsibility to assist the company in meeting the requirements of the Modern Slavery Act by providing truthful information when required, to meet the terms of this Policy and to report any known acts that are in breach of this Policy.



What is Modern Slavery?

Modern Slavery is a form of organised crime whereby people are exploited for criminal gain. Victims can be reluctant to come forward for fear of retribution and consequences from their abusers. The Modern Slavery Act is designed to tackle slavery in the UK, consolidating previous trafficking, and slavery offences.

Generally Modern Slavery can be defined as:

- Individuals being forced to work
- Individuals being owned or controlled
- People being dehumanised
- Individuals being physically constrained or having restriction placed on their freedom of movement
- Child Labour

We want to be able to demonstrate that we have adequate procedures in place to ensure our employees are able to recognise when Modern Slavery may be in existence. In addition, we want to prevent people associated with the Company either exploiting individuals or individuals being exploited. It is important to ensure that no employee acts in a way which is inconsistent with our Company objectives nor do they undervalue the integrity of the business.

We do not believe it is appropriate for any employees (and persons associated with the Company) to partake in activities which would engage or encourage Modern Slavery on any level. Our statement below sets out the steps taken by us to ensure that Total Protection Security and our supply chains are slavery free.



Modern Slavery Statement

Total Protection Security does not condone Modern Slavery, Child Labour and Human Trafficking in any form and as such have implemented policies and procedures to ensure that individuals engaged with us do so of their own free will and are not forced into labour.

Working from our head office based in Wakefield, Total Protection Security employes over 100 employees consisting of Security Officers and Office staff. Total Protection Security supply a daily workforce of Security Officers to leading public and private sector companies and organisations across the UK; utilising a large pool of thoroughly vetted Security Officers for both permanent or temporary deployment in line with BS: 7858 standards. Total Protection Security is strategic in its thinking with a responsive approach to future needs, utilising local knowlege, Officer network and client assessment approaches to ensure supply of the right people at the right time, working with clients to ensure legal and ethical compliance throughout each process.

Total protection Security offers each individual it engages with a contract of employment and a contract for service, which reinforces our duty of care to the individual. This helps us to ensure that every individual we engage with is being treated fairly, that they are not being exploited, and have the resources to rise any concerns or issues with us.

Total Protection Security also provides a confidential health and well-being programme which employees can contact and discuss any domestic, whistleblowing, traumatic and health concerns with a trained professional to seek advice.

Total Protection Security also equipts our employees with the necessary skills and training to recognise and eliminate these practises from the supply chain, by way of Total Protection Security on-boarding processes and ongoing Eligibility to Work, General Data Protection Regulations, and Equality and Diversity training. In addition to providing training to all employees on Modern Slavery Awareness and how to escalate concerns in a safe and confidential manner.

Total Protection Security also has a number of rules and policies in place to minimise the risk of exploitation and forced labour taking place within our labour pool and supply chains:

- Total Protection Security interviews all individuals, in person, before engagement:
- Total Protection Security do not allow individuals to provide bank details of an account in any name other than their own:
- Total Protection Security checks for duplicate addresses to ensure there are not a large number of individuals living at the same location:
- Total Protection Security does not arrange or offer permanent accomodation:
- Total Protection Security will not engage any individual who can not produce in person, all required eligibility to work documentation:
- Total Protection Security does not accept any form of reward for engaging or providing work to individuals:
- Total Protection Security conducts rigorous document checks at multiple stages of the recruitment and on-boarding process, before employing any individual.
- Total Protection Security will not speak to any family member or representative on behalf of an employee unless we have spoken to the employee confidentially beforehand to gain their consent.



TOTAL PROTECTION SECURITY

Total Protection Security operates an Approved Suppliers List. Suppliers are selected and approved using one or more of the following criteria:

- Past performance, satisfactory supplying products or services over the years being used;
- Certification to ISO9001;
- Industry recognised, uniforms, patrol monitoring, equipment etc;
- Commitment to the Modern Slavery Act;
- Commitment to pay the 'Living Wage' rates

Potential new suppliers are requested to complete a Supplier Evaluation Questionnaire. This questionnaire asks for proof of the company's commitment to adhering to the Modern slavery Act.

Upon return, the questionnaire is reviewed to determine whether they are able to supply in accordance with our cCompany requirements.

Review

This policy will be maintained and reviewed at least annually, on a regular basis by the Human Resources Department.

This statement was approved and signed on 26th January 2022:

Kevin Spencer
Director
Total Protection Security