**Modern Day Slavery Statement**

**Our Statement on Modern Day Slavery:**

Modern-day slavery encompasses various forms such as slavery, servitude, human trafficking, and forced labour. At Kingsmen Security Facilities Management Ltd, we maintain a zero-tolerance policy towards any form of modern slavery. Our commitment lies in conducting business ethically, with integrity, and transparency, while implementing effective systems and controls to prevent modern slavery within our operations and supply chain.

While we take pride in the steps we've already taken to combat slavery and human trafficking, Kingsmen Security Facilities Management Ltd remains dedicated to enhancing our practices and procedures continuously.

This statement outlines Kingsmen Security Facilities Management Ltd.’s current actions and ongoing commitments to identify potential modern slavery risks within its business operations and supply chain. We are committed to implementing measures aimed at ensuring the absence of slavery or human trafficking in our operations and throughout our supply chain.

**Modern Day Slavery risk in the context of Kingsmen Security Facilities Management Ltd:**

Kingsmen Security Facilities Management Ltd operates in various jurisdictions, focusing on delivering online experiences to customers along with associated services. Typically, these services are delivered through locally established and managed entities. Notably, none of the jurisdictions served by Kingsmen Security Facilities Management Ltd rank high on the Global Slavery Index. Moreover, Kingsmen Security Facilities Management Ltd maintains minimal employment of agency workers or contractors, ensuring equitable treatment alongside full-time employees.

All personnel, including employees, contractors, and agency workers, are obligated to follow the company's Policy. We strive to offer guidance to our staff and actively promote the reporting of any slavery-related concerns through our Code of Conduct and Whistleblowing Policy.

**Response to Modern Slavery risks:**

​ Kingsmen Security Facilities Management Ltd currently has no reason to suspect the presence of modern slavery within its operations, nor any indication of past occurrences.  We will ensure a comprehensive understanding of modern slavery risks within our business by providing appropriate training to our staff.

We have established a Code of Conduct and whistleblowing policy, empowering employees to report any illegal or unethical behaviour without fear of retaliation. Moreover, we are committed to regularly reviewing and updating this policy in accordance with guidance from the UK Home Office and will ensure the ongoing compliance with the Policy at all times.

**Responsibility and Due Diligence:**

​Kingsmen Security Facilities Management Ltd will take responsibility for implementing this statement, allocating sufficient resources and investment to prevent modern slavery within the business. We have formulated a Code of Conduct to uphold best practices, undertaking due diligence to ensure compliance. If a contract is found to be non-compliant with our policies or code of conduct, or if it lacks adequate information, we will collaborate with the party to enhance their performance. In instances of persistent non-compliance, we may terminate the business relationship promptly.

Employees who violate the policy will be offered additional training opportunities; however, failure to improve behaviour may result in disciplinary measures.

We are committed to monitoring and reporting key performance indicators in future statements to ensure contract compliance. This includes training employees involved in the procurement process and incorporating the results of our risk analysis exercise.