



Modern Slavery Statement

Our Business

Loyal Reliance Services is a United Kingdom-based company who provides security across many sectors. Throughout the whole of our business, we are dependent on our people and stakeholders to support the delivery of our services. Every one of us is responsible in ensuring that we can demonstrate we are compliant with the Modern Slavery Act by working in line with our policies and procedures. We actively promote safe and fair working conditions, including the responsible management of environmental and social issues within our organization and our supply chain. We expect our business partners to have the same high standards as we adopt, depending on them to continue this ethos throughout their own supply chain.

Our Position

Our position on Modern Slavery is clear and covered in our Ethical Trading Policy as well as our Vendor Code of Conduct. We respect the human rights of all our employees and those within our supply chain and have zero tolerance of slavery and human trafficking

We are committed to ensuring that slavery; trafficking or forced labor does not take place in our business or any part of our supply chain by:

- Enforcing our policies and procedures to ensure slavery and human trafficking is not taking place anywhere in our business or our supply chains
- Making sure our recruitment processes are robust and reviewed regularly, with procedures in place for the vetting of the identity for all our employees
- Raising awareness of the nature of what modern slavery means by way of training and communication to our people to combat the hidden nature of this issue
- Challenging our suppliers to recognize their part in combatting the use of modern slavery in order to drive it out
- Applying the regulations to all of our internal practices.

We demand the highest levels of ethical and moral stewardship in Loyal Reliance Services and are committed to being a responsible business that develops mutually beneficial and sustainable relationships with our stakeholders, based on trust and co-operation

Our Supply Chain

Our suppliers are required to sign up to our Vendors Code of Conduct which sets clear guidelines as to expectations and their compliance to this as well as our Ethical Trading Policy. Our governance in relation to these policies includes auditing our supply chain.

Our Policies

We have a long-established set of policies and procedures covering the Safeguarding of Children and Vulnerable Adults as well as our Human Rights Statement which specifically address the relevant areas to minimize the risk of slavery or human trafficking.

In addition to the various policies described we also have a code of conduct in relation to behavior's which forms the cornerstone of our wider ethical business framework. It provides our people with:

- The guidance and support necessary to carry out their work in the right way and is designed to help our people understand our core values (Passion, Respect, Integrity, Delivery, Expertise = Pride) including the responsible behavior's which underpin them.
- The guidance and support for every employee when undertaking their work to do so in accordance with these values together with all of our policies and procedures
- Our Whistleblowing Policy provides a mechanism for our employees and others working in our supply chain to report suspected breaches of our policies, encouraging them to report any concerns about unlawful conduct that they suspect maybe taking place. This includes any concerns regarding the risk of slavery or human trafficking. By integrating our Pride Values and our Code of Conduct in everything we do, we make it clear that we do not tolerate harassment, victimization or reprisals against anyone raising a concern.

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Our People

We ensure that any employment with us is chosen freely, working conditions are safe and hygienic, child labor is not used, wages are not lower than the minimum wage, working hours are not excessive, no discrimination is practiced and no inhumane treatment is allowed.

We carry out appropriate checks to ensure that any new applicant is suitable for the role that they have applied for and only make job offers subject to the appropriate satisfactory vetting procedures.

All our people undergo identity and Right to Work checks prior to commencing employment. We also carry out reference checking and, where applicable, DBS checks.

Our recruitment procedure outlines the mandatory process and our on-boarding procedure ensures that we comply with all legal requirements.

Our Employee Handbook and Code of Conduct sets out all of our policies and key procedures. We give all our people access to a copy of these when they begin working for us and is the basis on which they are managed.

These core documents, together with our targeted awareness on modern slavery and human trafficking, helps us to deliver our key messaging so that our people can comply in accordance with our set procedures

Our commitment

We will monitor the effectiveness of our actions against modern slavery and human trafficking and will develop further standards where necessary to:

- Support our existing anti-slavery and human trafficking policy (and related policies)
- Ensure our pre-qualification standards for the appointment of new suppliers and subcontractors is reviewed
- Provide training for our employees on identifying any potential unlawful or unethical conduct within our operations and supply chain
- Continue to assess the risks associated with our existing supply chain

We are committed to acting ethically and with integrity in our business dealings and relationships and to maintaining systems and controls designed to ensure modern slavery and human trafficking are not taking place in our business or across our supply chain.

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and constitutes Loyal Reliance Services modern slavery and human trafficking statement as agreed by the senior management team.

Signed by



Faiza Mehak

Managing Director

Loyal Reliance

Dated: March 2023

Review Date: March 2024