



Document Title Modern Slavery Statement Policy

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Approval Richard Langdon – Commercial Director

Document Issue	Date of Issue	Changes from previous version
1.0	13/01/2023	New document format
1.1	25/07/2023	Review and update to cover TSP subsidiaries
1.2	01/11/2023	Annual review
1.3	01/11/2024	Annual review
1.4	01/05/2025	Update to include 36m threshold exceeded
1.5	01/11/2025	Annual review
1.6	01/07/2026	Update to Section 6.0

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Summary

This statement applies to Total Security Protection Ltd and its subsidiaries (referred to in this statement as 'the Company'). In accordance with section 54(4) of the Modern Slavery Act 2015, the Company is required to issue a Slavery and Human Trafficking statement due to its turnover exceeding the £36 million threshold.

This statement has been reviewed and approved by the Board of Directors and has been signed on their behalf by Richard Langdon, Commercial Director.

The information included in the statement refers to the financial year 1st November 2025 to 31st October 2026.

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2.0 Organisational Structure

Total Security Protection Ltd operates from a centralised office in Watford, Hertfordshire, UK, with subsidiaries in Europe and Asia.

Established in 1988, the company is managed by the Board of Directors and Senior Management Team. It supplies, installs, and maintains electronic security systems for customers throughout the UK, Europe, and Asia.

The Company has a reputation for using the latest electronic security technology along with high installation standards and comprehensive aftercare service. It is recognised by both customers and key suppliers for its technical capability and professional service delivery.

The Company is the preferred partner to various global organisations across multiple industries in the public and private sectors. It recognises that customer relationships are essential to its success. The Company have continued to invest in training which ensures continued delivery of the most technically innovative security solutions. With exceptional security IP video and networking expertise, we can deliver fully integrated security solutions of all sizes using the best technology available.

3.0 Definitions

The Company considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse.
- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

4.0 Commitment

The Company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015 and EU Guidance and legislation. The Company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Company has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain.

The company does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation and in many cases exceeds those minimums in relation to its employees.

5.0 Supply Chains

To fulfil its activities, the Company's principal supply chains relate to the procurement of electronic security equipment, components, software, and associated services. The majority of these suppliers maintain operations within the United Kingdom and are either first-tier suppliers or UK subsidiaries of larger international organisations.

Whilst the Company primarily contracts with first-tier suppliers and has limited direct contractual visibility of lower-tier supply chains, it recognises that modern slavery risks may still exist beyond its immediate supplier relationships and seeks to assess and mitigate such risks through its due diligence processes.

6.0 Potential Exposure

In general, the Company considers its exposure to modern slavery and human trafficking to be relatively limited. Nevertheless, it recognises that such risks can exist within any sector or supply chain and has implemented measures to prevent, detect, and address them.

The Company would cease trading with any organisation found to be involved in modern slavery, human trafficking, forced labour, or other forms of labour exploitation.

As part of its supplier due diligence process, country risk is assessed using the Global Slavery Index and other recognised sources to identify jurisdictions where an increased risk of modern slavery may exist and where enhanced due diligence measures may be required.

7.0 Due Diligence Processes

The Company undertakes due diligence activities to help ensure that modern slavery and human trafficking do not occur within its business or supply chains. To the best of its knowledge, the Company has not knowingly conducted business with any organisation involved in modern slavery or human trafficking.

The Company takes the following measures to minimise the risk of modern slavery within its operations and supply chain:

- Review our supplier contracts and, where appropriate, include provisions allowing termination where there is evidence or reasonable suspicion of modern slavery or human trafficking.
- Undertake supplier audits to check whether they actively comply with Modern Slavery legislation.

- Request and review our suppliers' statements and policies or equivalent commitments in relation to slavery.

7.1 Effectiveness Measures

To ensure the effectiveness of our efforts in preventing modern slavery and human trafficking, TSP measures its performance against the following indicators:

- Number of supplier audits completed annually.
- Percentage of applicable suppliers providing modern slavery statements or equivalent policies.
- Percentage of higher-risk suppliers subject to enhanced due diligence reviews.
- Number of incidents reported and resolved related to modern slavery.
- Training completion rates for staff on modern slavery awareness.

These indicators are reviewed regularly to ensure continuous improvement in our practices.

7.2 Training and Capacity Building

TSP is committed to providing ongoing training and capacity building for its staff to raise awareness about modern slavery and human trafficking. Our training programme includes:

- Mandatory induction training for all new employees, covering the principles of modern slavery and how to identify and report concerns.
- Annual refresher training for all staff to reinforce understanding and update on any changes in legislation or company policies.
- Specialised training for procurement, HR, and compliance teams to ensure they are equipped to manage risks related to modern slavery in our supply chains.
- Training attendance and completion are monitored and recorded to ensure compliance and identify opportunities for improvement.

8.0 Policies

The Company has the following policies which further define its stance on modern slavery.

- Equal Opportunities and Diversity Policy
- Recruitment Policy
- Sickness and Holiday Policies
- Compliant with Working Time Regulations
- Health and Safety Policies
- Environmental Policies
- Payment of employees and contractors is in excess of minimum wage.



9.0 Slavery Compliance Officer

The Company has a Compliance Manager, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Company obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and the company will adopt where relevant local legislation that goes beyond this act.

10.0 Policy Review

This policy will be reviewed annually at the start of each financial year.