

Modern Slavery and Human Trafficking Policy Statement

Universal Commercial Guarding (t/a Universal Security) is committed to driving out acts of modern-day slavery and human trafficking within its business and from within its supply chains, including sub-contractors, and partners.

The Company acknowledges fully its responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These, as well as the suppliers of services make up the supply chain within Universal Security.

As part of our due diligence process into slavery and human trafficking, our Approved Supplier process incorporates a review of the controls undertaken by suppliers. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery and human trafficking issues. The level of management control required for these supply sources will be continually monitored.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking. The Company Directors and Senior Executive take responsibility for implementing this policy statement and its objectives and will provide adequate resources such as training and information to ensure that slavery and human trafficking is not taking place within its supply chains.

This policy statement will be reviewed at least annually and communicated to all staff. This Policy considers and supports the policies, procedures and requirements documented in our Integrated Management System (IMS), compliant with the requirements of ISO 9001:2015, ISO 14001:2015, ISO 27001: 2017 and ISO 45001: 2018. The implementation and operation of this management system underlines our commitment to this policy.

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the Company, and that the Board of Directors regularly review it to ensure its continuing suitability and relevance to the Company's activities.

D S Kedward

Stuart Kedward
Director
16th January 2026