



# MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Trinity Guards

## 1. Statement of Commitment

Trinity Guards is committed to preventing modern slavery and human trafficking in all aspects of its business and supply chains.

The company adopts a zero-tolerance approach to any form of modern slavery or human trafficking and is committed to acting ethically, with integrity and transparency in all business relationships.

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## 2. Scope

This policy applies to all employees, contractors, suppliers, and any individuals or organisations working on behalf of Trinity Guards.

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## 3. Definition

Modern slavery and human trafficking include, but are not limited to:

- Human trafficking
- Forced or compulsory labour
- Debt bondage
- Child labour
- Exploitation of vulnerable individuals

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## 4. Responsibilities

### The Director

- Holds overall responsibility for ensuring compliance with this policy
- Ensures appropriate systems and controls are in place
- Reviews risks within operations and supply chains

### Supervisors

- Monitor working conditions and staff welfare
- Identify and report any concerns

### Employees

- Remain vigilant to signs of modern slavery or exploitation
  - Report concerns immediately
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## 5. Risk Management

Trinity Guards recognises that risks may arise in:

- Recruitment processes
- Use of subcontractors or agency staff
- Labour supply chains

To mitigate these risks, the company will:

- Verify identity and right to work for all personnel
  - Ensure fair pay and lawful working conditions
  - Monitor working hours and conditions
  - Avoid exploitative or coercive practices
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## 6. Due Diligence

The company will:

- Carry out appropriate checks on subcontractors and suppliers
  - Ensure all workers are engaged voluntarily
  - Maintain accurate and up-to-date personnel records
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## 7. Reporting Concerns

Any concerns relating to modern slavery or human trafficking must be reported immediately to management.

All reports will be:

- Treated confidentially
- Investigated appropriately
- Acted upon where necessary

No individual will suffer any detriment for raising genuine concerns in good faith.

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## 8. Training and Awareness

Trinity Guards will ensure that relevant personnel are aware of:

- The risks of modern slavery and human trafficking
  - Indicators of potential exploitation
  - The correct procedures for reporting concerns
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## 9. Compliance

Failure to comply with this policy may result in disciplinary action, including termination of employment or contract.

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## 10. Review

This policy will be reviewed periodically to ensure it remains effective and compliant with current legislation and industry standards.

*Ko. Adam*

Signed:

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Name: Authorised Signatory

Position: Director

Company: Trinity Guards

Date: 01/04/2026