

SLAVERY AND HUMAN TRAFFICKING POLICY

Introduction

110 UK Ltd t/a Alternative Systems Protection are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains. Our annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 31.12.2022.

Organisational structure, business and supply chains

We are a supplier, installer and maintainer of specialist security equipment and an independent company operating solely within the United Kingdom. Our business comprises one head office based at Unit 36 Lime Road, Broadmeadow Industrial Estate, Dumbarton, G82 2RP. Our supply chains are UK/EU specialist distributors/manufacturers.

Policy on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due diligence

We consider ourselves to be a 'low risk' business with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through recruitment agencies who are members of the Recruitment and Employment Confederation. We do not recruit from outside the UK or use agency workers.

Assessing and managing risk


We have a whistleblowing policy/procedure in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

Effectiveness in combating slavery and human trafficking

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

Awareness

We are providing appropriate awareness to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains. Any concerns should be reported to the Managing Director. 110 UK Ltd t/a Alternative Systems Protection considers a breach of this Policy as a serious offence. Any violation of this policy or the Modern Slavery Act 2015 by an employee will result in disciplinary action, up to and including dismissal in appropriate circumstances. In addition, 110 UK Ltd t/a Alternative Systems Protection will notify the relevant authorities of an individual or a supplier's contravention of the Modern Slavery Act 2015.

Signed:		Position:	MANAGING DIRECTOR
Name:	GRANT MACLEAN	Date:	11.01.2023
Review date:	January 2024	Revision:	5

Access Control ◊ Turnstiles ◊ Automatic Gates ◊ Speed Gates ◊ Bi-Fold Gates
 CCTV Installation ◊ CCTV Monitoring ◊ Vehicle Barriers ◊ Parking Systems ◊ Wireless Systems

