

Modern Slavery and Human Trafficking Statement – 2026

INTRODUCTION

The Corps of Commissionaires Management Limited and its subsidiary companies of Corps Security (UK) Ltd and Corps Monitoring Ltd are committed to driving out acts of modern-day slavery from within its own business and from within its business operations and supply chains.

This statement provides details on the following:

- The organisations' structure, its business, and its supply chains.
- Its policies in relation to slavery and human trafficking.
- The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.
- Its due diligence processes in relation to slavery and human trafficking in its business and supply chains
- Its effectiveness in ensuring that slavery and human trafficking are not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate and
- The training about slavery and human trafficking that is available to staff.

This statement sets out the steps we have taken during the financial year ending 31 March 2026 to ensure that slavery and human trafficking is not taking place in our business or supply chains and reflects our commitment to continuous improvement in line with updated Government guidance.

The organisations' structure, business, and supply chains

The parent company of the Corps of Commissionaires Management Ltd is Corps of Commissionaires Trustees Limited, which holds the assets of Corps Security (UK) Ltd and Corps Monitoring Ltd which are trading names.

All trading entities are covered by this statement.

Corps of Commissionaires Trustees Ltd

Corps of Commissionaires Management Ltd

Corps Security (UK) Ltd

Corps Monitoring Ltd

We are the oldest security company in the world and were founded in 1859 by our founder Captain Sir Edward Walter who had a mission to provide gainful employment to service personnel returning from war.

We now employ over 3000 people and are a leading supplier of specialist security services across the United Kingdom. We continue to develop our security services by adding real value and professionalism to the management and staffing of receptions, mailrooms, switchboards, data entry, site maintenance and other services.

We use a range of skilled subcontractors and suppliers to assist in our delivery of high-quality security solutions to our clients.

Our supply chains primarily relate to labour provision, subcontracted services, uniforms and workwear, training providers, and general operational goods and services. We recognise that visibility beyond our immediate (tier one) suppliers can be limited and we continue to work to improve transparency where practicable.

Policies in relation to slavery and human trafficking

We have a set of policies and procedures covering human rights in general and specifically addressing relevant areas to minimise the risk of slavery or human trafficking occurring in our business or supply chains.

These include, but are not limited to:

Modern Slavery & Human Trafficking Policy, Code of Ethics and Business Conduct, Colleague Handbook, Recruitment and Selection Policy, and our Whistleblowing Policy.

These policies are subject to regular review to ensure they reflect both statutory obligations and best practice. Our **Modern Slavery & Human Trafficking Policy** covers our responsibilities, our procedures, risk identification, and reporting mechanisms.

Our **Code of Ethics and Business Conduct** set out the ethical standards which must be upheld by our colleagues across our business.

Our **Colleague Handbook** is a summary of terms and conditions of employment and other useful information. It lists our values, colleague, customer and equality, diversity and inclusion charters promoting the principle that "Everyone Matters".

Our **Recruitment and Selection Policy** also form part of our colleague handbook and describes our principles and best practice of effective recruitment and selection and ensures that legal standards are consistently met and exceeded.

Our **Whistleblowing Policy** sets out our commitment to providing the highest level of service to our customers and to applying the highest standards of quality, integrity, openness, and accountability, it details how to report a concern internally and externally.

All our policies are available to colleagues on our company intranet.

Parts of business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps taken to assess and manage that risk.

We thoroughly check supply chains to ensure the potential for slavery and human trafficking is significantly reduced and expect our suppliers to have the same standards that we do. We are not prepared to accept any form of exploitation

We believe that services reliant on relatively low-paid labour are our greatest risk in the supply chain, examples include:

Supply chains - subcontracted work where workers are working under student visas and vulnerable to visa conditions, non-compliance of minimum wage requirements, excessive working hours, overtime rates not in line with contractual terms and the sourcing of workwear and uniforms imported from outside the UK.

We recognise that collaboration throughout our supply chain is needed to prevent such issues from arising and that risk levels may vary depending on supplier type, location, labour intensity, and workforce vulnerability.

We actively promote safe and fair working conditions, including the responsible management of environmental and social issues within our supply chain.

Due diligence processes in relation to slavery and human trafficking in its business and supply chains

Our suppliers undergo an on-boarding process which is continually reviewed and sets out our key requirements for our suppliers, this includes a pre-qualification assessment containing an anti-slavery clause.

This clause, flows down through all layers of our supply chain, prohibits suppliers and their employees from engaging in slavery and human trafficking.

We ensure that we can account for each step of our supply processes and have mechanisms in place to support this, including:

1. Pre-qualification assessments and written contracts
2. Risk assessments and where appropriate, physical or remote supplier reviews.
3. Key performance indicators (KPI's)
4. Maintaining an Approved Supplier Database

We continue to analyse our supply chain for potential risk in the light of changes which impact our business, our suppliers, and our sector.

Where risks or concerns are identified, we seek to work with suppliers to agree proportionate and timely remedial actions. Where serious or unresolved issues remain, this may result in termination of the contractual relationship.

Effectiveness in ensuring that slavery and human trafficking are not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.

All suppliers undergo onboarding and high-risk suppliers complete a pre-qualification assessment questionnaire, with supporting documentation reviewed by our Compliance Team.

Our effectiveness is monitored through a range of measures, including supplier due diligence completion rates, contract compliance checks, training completion for colleagues and ongoing review of supplier performance.

We recognise that the absence of reported incidents does not necessarily indicate the absence of risk. We therefore focus on continuous improvement, enhanced awareness and proactive risk identification.

The KPIs used to measure effectiveness are subject to ongoing review by our Senior Management and Compliance Teams to ensure their continued relevance and effectiveness.

Training about slavery and human trafficking that is available to staff.

We provide specialist training to colleagues who are involved in managing recruitment, supplier management and contract oversight.

General awareness training and information is provided to all colleagues and available to download from our company intranet and we successfully launched our new eLearning module on Modern Slavery to our colleagues during the financial year. Training content is periodically reviewed to ensure it remains current and relevant.

We strengthen colleague awareness through regular internal communications and blogs highlighting risks, warning signs and reporting routes.

We believe that improved awareness is one of our most effective ways to reduce the risk of slavery and human trafficking.

Our commitment

This statement has been written in accordance with the requirements of the UK modern Slavery Act (2015) and takes account of the UK Government's updated Transparency in Supply chains statutory guidance published in 2025.

This is our slavery and human trafficking statement for the financial year ending 31 March 2026 as approved by our Board of Directors.

This statement will be reviewed annually and published.

Name: Paul Andre Lotter

Role: Chief Operating Officer

Signature:



Date: 01 April 2026