

SPS Global – Modern Slavery Statement

INTRODUCTION

Our Modern Slavery and Human Trafficking Statement relates to actions and activities during any of our business activities.

This statement sets out SPS Global's commitment to preventing slavery and human trafficking within our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our business and/or supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

This statement covers the business activities of SPS Global who as a business focus upon security and risk management within both the private & public sector. These services are delivered through a combination of full/part time staff and external consultants / third party organisations, for which SPS Global serves as a prime contractor.

SPS Global services are delivered in the United Kingdom and throughout the world.

HIGH RISK ACTIVITIES

SPS Global does not participate in any activities that we would consider are high risk from a modern slavery perspective, but to ensure the effective monitoring of future activity we operate a number of anti-slavery initiatives, which are as follows:

- **Policies:** Chief Operating Officer is responsible for creating and reviewing policies. The process by which policies are developed will take account of industry best practices to be adapted to meet the changing needs of SPS Global and the organisations we support/engage.
- **Risk assessments:** The board of directors are responsible for risk assessments in respect of human rights and modern slavery by a process of auditing Company processes, procedures and pay rates, on an annual basis.
- **Due diligence:** Management are responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

TRAINING

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, SPS Global requires all staff to undertake mandatory training when on-boarding with company and on an annual basis thereafter.

POLICIES

SPS Global is committed to ensuring that there is no modern slavery or human trafficking in our business and/or supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- **Whistleblowing Policy** – SPS Global encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains. (As per policy)

- **Employee Code of Conduct** – The Code of Conduct sets down the actions and behaviour expected of employees when representing SPS Global.
- **Corporate Social Responsibility (CSR) Policy** – Smart/tasking's CSR policy summarises how we work responsibly with suppliers and local communities.

DUE DILIGENCE PROCESSES FOR MODERN SLAVERY AND HUMAN TRAFFICKING

SPS Global undertakes due diligence when onboarding new suppliers, and regularly reviews its existing suppliers.

Our due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and where appropriate invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

PERFORMANCE INDICATORS

SPS Global uses a number of key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The CEO and COO signed off this policy statement and are fully committed to its implementation.