



Modern Slavery Policy

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Introduction

This policy sets out BauWatch UK's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 January 2024 to 31 December 2024/1 April 2024 to 31 March 2025.

As part of the security sector we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

BauWatch UK is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

We currently operate in the following countries:

- UK
- Republic of Ireland

Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operation:

- **Whistleblowing policy** We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential Speak Up tool.
- **Code of Ethics** Our Code of Ethics makes clear to employees and our suppliers and customers the actions and behaviour expected of them. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

We are committed to ensuring that the organisation’s suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of our code of will lead to the termination of the business relationship.

Due diligence

We undertake due diligence when considering taking on new suppliers, and regularly review the company’s existing suppliers. Our due diligence and reviews include:

- evaluating the modern slavery and human trafficking risks of each new supplier

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- review all suppliers Modern Slavery Policy annually
- reviewing on a regular basis all aspects of the supply chain

#### Performance indicators

We have reviewed our key performance indicators (KPIs). As a result, we are

- requiring employees to read and understand the company's Modern Slavery policy, and where necessary, training implemented. These measures will take place annually.

The company will not support or carry out business knowingly involved in slavery or human trafficking.

The Directors and senior management take responsibility for implementing this policy and its objectives and shall provide adequate resources and investment to ensure that modern slavery is not taking place within the organisation or associated with it.

The policy will be communicated to all levels of the company.

This policy will be reviewed annually.

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