JANNET SECURITY SERVICES		Modern Slavery & Labour Exploitation Practice	
JSP - Jannet Security Practices Integrated Management System		Controlled Doc Number	JSP-013
		Version	1
		Effective From	02/02/2026
Approved By	Malik Sheraz - Managing Director	Review Date	01/02/2027

1. Purpose

The purpose of this Practice is to define how Jannet Security Services Ltd prevents modern slavery, forced labour, human trafficking, and other forms of labour exploitation within its operations and supply chains.

The Company has zero tolerance for slavery, servitude, forced or compulsory labour, and human trafficking. It is committed to ensuring that there is no modern slavery or human trafficking in its supply chains and business operations.

This Practice supports compliance with the Modern Slavery Act 2015 and aligns with SIA Approved Contractor Scheme (ACS) requirements.

2. Scope & Application

This Practice applies to:

- All employees and workers
- Agency staff and subcontractors
- Labour providers and suppliers
- Recruitment and vetting processes
- Supply chain management

The Company requires its suppliers, and other business partners to comply with the same standards and practices to ensure that modern slavery is not present in their operations.

3. Roles & Responsibilities

Managing Director

- Provides strategic leadership and zero-tolerance commitment to modern slavery prevention
- Approves this Practice and ensures adequate resources are allocated for its implementation
- Reviews compliance with the Modern Slavery Act during management reviews
- Ensures corrective action is taken where violations are found

Operations Director

- Ensures operational compliance with this Practice
- Monitors supply chain and labour providers to mitigate risks of modern slavery
- Escalates any modern slavery risks or incidents to the Managing Director

Managers & Supervisors

- Ensure compliance with the modern slavery policy within their departments
- Raise awareness and monitor practices to detect signs of forced or compulsory labour
- Report potential concerns regarding modern slavery within their operational areas

Employees & Operatives

- Comply with all legal and Company requirements related to modern slavery
- Report any suspicions of modern slavery or exploitation immediately to their manager or the designated officer
- Participate in training and awareness programs on modern slavery prevention

4. How This Practice Operates

Modern slavery is prevented through:

Awareness and Training:

All employees and workers are educated on the signs of modern slavery and human trafficking. Training is provided to ensure everyone understands their rights and the responsibilities of the Company.

Supply Chain Management:

- The Company conducts due diligence on potential suppliers and subcontractors to ensure that modern slavery is not present within their operations.
- Suppliers are required to confirm that they operate in compliance with the Modern Slavery Act.
- Contracts with suppliers and contractors include provisions to ensure that they comply with the Company's anti-slavery standards.

Recruitment & Vetting:

- The Company ensures that recruitment and employment processes are free from exploitation.
- All staff are vetted appropriately, including checks on eligibility to work, ensuring no forced or trafficked individuals are employed.

Reporting Mechanisms:

- Employees and workers are encouraged to report any concerns regarding modern slavery or exploitation through whistleblowing channels, which are confidential and protected.

Corrective Action & Enforcement:

- The Company takes appropriate steps if modern slavery is discovered, including remediation and reporting to authorities.
- Immediate corrective actions are implemented to address any discovered issues.

5. Compliance & Standards

This Practice supports compliance with:

- Modern Slavery Act 2015
- The Employment Rights Act 1996
- The Gangmasters (Licensing) and Modern Slavery (Transparency) Act
- SIA Approved Contractor Scheme (ACS)

6. Records & Evidence

The implementation of this Practice is evidenced through controlled records, including but not limited to:

- Recruitment Records
- Vetting & Screening Records
- Supplier Audits and Due Diligence Reports
- Whistleblowing & Incident Reports
- Training Records

These records are maintained and reviewed to ensure compliance and mitigate risks of modern slavery.

7. Related Practices & Documents

This Practice should be read in conjunction with:

- JSP-014, Whistleblowing & Protected Disclosure Practice
- JSP-038, Recruitment & Selection Practice
- JSP-039, Security Screening & Vetting Practice
- JSP-048, Supplier & Subcontractor Management Practice

8. Review & Continual Improvement

This Practice is reviewed at planned intervals or following changes in legislation, operational requirements, audit findings or identified concerns.

Opportunities for improvement are identified through feedback, management review and risk assessment, with actions tracked to completion.