

Reference	247 STM 01
Version	1.0
Issue Date	16/10/2021
Approved	MD
Review Date	05/01/2027

247 ALLIANCE LTD

Modern Slavery & Human Trafficking Statement

Introduction

This Modern Slavery Statement sets out the actions taken by 247 Alliance Ltd to prevent modern slavery occurring within our operations or supply chains and has been prepared in accordance with section 54(1) of the Modern Slavery Act 2015. This is our eighth annual Modern Slavery Statement.

No instances of modern slavery have been identified in our operations or supply chains during FY23.

Overview

Although the Act requires commercial organisations supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement' yet, 247 Alliance Ltd believes that it should be one of its core corporate social responsibilities to not only take anti-modern slavery initiatives but also have key aims for each financial year. As part of the security industry, the company recognises its responsibility to take a robust approach towards slavery and human trafficking. The company 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.

Organisational Structure and Supply Chains

The Statement sets out 247 Alliance Ltd.'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 covers the activities of 247 Alliance Ltd.

- 247 Alliance Ltd is an independent security company specializing in security services for customer facilities. The company was formed in 2015 and has achieved eight years of experience within the security industry. 247 Alliance Ltd develops a partnership with its clients, understanding their security needs and strategy; this enables the company to provide an individual service to meet the client's needs and expectations.
- 247 Alliance Ltd provides specialist services within the provision of security guarding.
- The organization's workforce is employed on a permanent contractual basis. All right-to-work, residency, security industry authority, and employment history verification checks are conducted in accordance with the Immigration, Asylum and Nationality Act 2006, BS 7585:2012 standards and SIA requirements. We have ensured all workers are in receipt of the National Minimum Wage and pay on time every month.

The organization currently operates in the following countries:

- United Kingdom

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There are no activities that are considered to be a high risk of slavery and human trafficking. Through the supplier/ procurement code of conduct, the company will ensure that all the suppliers will also adhere to the Modern Slavery Act 2015.

Aims and Objectives

Key aims that were set out in 247 Alliance's Modern Slavery Statement, are as follows:

- Providing regular training to higher-risk and higher-spend suppliers on human rights and modern slavery risks, and the standards required under our Supplier Code of Conduct.
- Performing due diligence checks and monitoring our suppliers' progress where areas for improvement were identified in our FY22 supplier assessment exercise.
- Reviewing our purchasing practices to ensure that we are not putting undue pressure on suppliers that may increase the risk of human rights issues.
- Develop a response plan within our business and carry out an expanded training program for key teams who are responsible for implementing measures to identify or mitigate potential modern slavery incidents.

Other organisational objectives towards anti-slavery initiatives are as follows:

Policies: Managing Director and Operations Manager.

Investigations/Due Diligence: The Operations Manager is responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking. Site inspections are completed to ensure there are no poor working conditions (e.g. dirty environment, health and safety risks) for the guards.

Training: The Operation Manager is responsible for ensuring that the awareness of slavery and human trafficking risks are communicated throughout the organization and through the supply chain.

Policies and Compliance with Slavery & Human Trafficking

The organization operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Employee code of conduct:** The organization's code makes clear to employees the actions and behaviour expected of them when representing the organization. The organization strives to maintain the highest standards of employee conduct and ethical behaviour when operating on other sites and managing its supply chain.
- **Supplier Code of Conduct:** The organization is committed to ensuring that its supplier adheres to the highest standard 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. As part of the supply chain selection process, all the potential and existing suppliers are required to complete a supplier questionnaire. All suppliers are required to provide evidence of their compliance with Labour standards and the principle of this standard as well as the asylum and immigration Act 2006. This enables the procurement team to identify any potential risks to the quality of the service

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provision or goods being provided by the supplier and prevent any slavery or human trafficking. All suppliers are audited against the supplier code of conduct.

- **Recruitment Policy:** The organization only employs people on a contractual prior to the commencement of employment all employees are subjected to the right to work, residency, SIA, and employment checks in accordance with the Immigration Asylum and Nationality Act 2006, Security Industry Authority and BS 7585:2012 code of conduct. The recruitment policy is compliant with all EU and UK legislation. Including the minimum wage and therefore is not at risk of slavery and human trafficking.
- **Corporate Governance & Social Responsibility Policy:** 247 Alliance’s corporate governance and social responsibility covers the responsibilities of the board of directors and the organization’s commitment towards the external environment, health and safety, workplace responsibilities, and assurance to the supplier chain code of conduct. The policy is communicated to the whole workforce and forms part of the induction program.
- **Anti-Bribery Policy:** The organization’s anti-bribery policy aims to prevent any form of bribery from being committed within the organization and by any stakeholder(s) associated with the business. The policy is communicated to all employees and forms part of the induction program.

Due Diligence Processes, Risk Assessment and Management

- The implementation of our policies and procedures includes due diligence on suppliers that we engage with, in accordance with our procurement policy. A heightened risk area could be the use of hotel and conference facilities. To mitigate against this risk, we assess the companies that we deal with as part of the decision-making process for events and travel.
- Conducting supplier audits through the 247 Alliance Ltd. Compliance Director, which has a greater degree of focus on slavery and human trafficking where general risks are identified.
- If required, take steps to improve substandard supplier practices, including providing advice to suppliers and requiring them to implement action plans where applicable. Audits carried out by 247 Alliance Ltd suppliers have confirmed that they meet the 247 Alliance Ltd supplier code of conduct and therefore no improvement plans have been involved.
- If required, invoke sanctions against a supplier that fails to improve their performance in line with an action plan or seriously violates our supplier code of conduct, including the termination of the business relationship. Audits carried out by 247 Alliance Ltd suppliers have confirmed that they meet the 247 Alliance Ltd supplier code of conduct and therefore no sanction including termination of contracts have been issued.

Key Performance Indicators

247 Alliance Ltd must log complaints received via our ethics hotline system or through other sources, together with the actions taken. To date of this statement, 247 Alliance has had no identified instances of modern slavery.

It is also a key responsibility of 247 Alliance Ltd to review its existing supply chains by the end of the financial year to ensure their compliance with the Modern Slavery Act 2015.

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Training and Awareness

247 Alliance Ltd believes in communication with its people, which includes links to its Modern Slavery Policy and details of how to raise queries or concerns about modern slavery to the firm. The company also tends to remind employees of their role in tackling modern slavery, which includes QR codes linking to our Modern Slavery Policy and details of how to report concerns.

The organization requires all staff, including managers within the organization to receive awareness training on modern slavery as a module within the organization's induction, management development, and refresher programs.

The organization's modern slavery awareness training will cover:

- Our business purchasing practices, which influence supply chain conditions, and which should, therefore, be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages below a country's national minimum wage, or the provision of products by an unrealistic deadline.
- How to assess the risk of slavery and human trafficking in relation to the various aspects of the business, including resources and support available.
- How to identify the signs of slavery and human trafficking.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organization; and
- What steps the organization should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organization's supply chain?

Organisational Responsibility

The firm remains committed to improving its practices to combat modern slavery and human trafficking. The statement has been approved by the organisation's Director, who will review and update it annually.

If you would like to find out more about the above, please email info@247alliance.co.uk.

247 Alliance takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act. This document is reviewed annually and published.

Malik Mustafa

Director

05/01/2026

Signed



Review Date: 05/01/2027