

Reference	VBL POL 27
Version	1.0
Date	03/03/2018
Approved	JM

Modern Slavery Policy

Our responsibility

Vanguard (Bournemouth) Ltd, as a prominent supplier in the provision of security services recognises that slavery, servitude, forced labour and human trafficking (“Modern Slavery”) is a global issue of significant importance.

Vanguard (Bournemouth) Ltd has a zero-tolerance approach to Modern Slavery in any of its forms and welcomes the implementation of the Modern Slavery Act 2015 (the “MSA”).

The following is a statement of the steps that we have taken and will maintain (the “Measures”) to prevent Modern Slavery in our supply chains.

Due diligence

As an outcome of an enterprise-wide risk assessment exercise, we recognise that our greatest risk of exposure to Modern Slavery arises from our own work force.

To address such risks, we have bolstered our due diligence processes into our suppliers (including contractors and consultants) to ensure that any new business partners share Vanguard (Bournemouth) Ltd’s high regard for human dignity. If we uncover examples of negative labour practices or circumstances that may compromise the welfare of our workforce, we will not enter into a business relationship with such counterparts.

We do not condone or tolerate forced labour and insist on appropriate protections for agency labour. We also require that all labour provided must be voluntary not coerced, so workers must be free to leave work at any time with all remuneration owed to be paid.

Contractual policies

Vanguard (Bournemouth) Ltd has amended its standard supplier contractual terms to:

- (a) incorporate obligations on suppliers to comply with the MSA;
- (b) notify Vanguard (Bournemouth) Ltd if they become aware of any Modern Slavery within their supply chains; and,
- (c) cooperate with any audits into their business practices required by Vanguard (Bournemouth) Ltd’s Suppliers that breach such obligations will have their contracts terminated.

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Training

We will provide training in Modern Slavery and human rights to our office-based employees, managers and sub contractors. We will also provide onsite training to our sub contractors to help them understand their labour and human rights.