

Modern Slavery Policy Statement



A) ORGANISATION

This statement applies to CCTV Monitoring Limited (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2017/2018

B) ORGANISATIONAL STRUCTURE

The Business has one centralised Head Office where all Employees are based. The Organisation has one owner and 2 minority shareholders (The Sales Director and The Managing Director).

The main activity carried out by the organisation is the Installation and Monitoring of CCTV Cameras. The installation and maintenance of the CCTV Camera Systems is carried out on our customer sites, the Monitoring is carried out remotely at our Head Office in Emley. The demand for the service is consistent throughout the year but with peaks in the winter months.

The labour supplied to the CCTV Monitoring Limited in pursuance of its operation is wholly carried out throughout the United Kingdom.

C) DEFINITIONS

CCTV Monitoring Limited considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The CCTV Monitoring Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The CCTV Monitoring Limited understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The CCTV Monitoring Limited does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the CCTV Monitoring Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom, [and in many cases exceeds those minimums in relation to its employees].

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E) SUPPLY CHAINS

In order to fulfil its activities, the CCTV Monitoring Limited main supply chains include those related to the supply of CCTV and goods from various suppliers in the United Kingdom. We understand that the CCTV Monitoring Limited first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

F) POTENTIAL EXPOSURE

In general, the CCTV Monitoring Limited considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, CCTV Monitoring Limited has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

The CCTV Monitoring Limited carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The CCTV Monitoring Limited has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the CCTV Monitoring Limited has taken the following steps to ensure that modern slavery is not taking place:

We have zero-tolerance approach to modern slavery and this must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with our Suppliers if they breach this policy.

H) KEY PERFORMANCE INDICATORS

The CCTV Monitoring Limited has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the CCTV Monitoring Limited or its supply chains.

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified

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I) POLICIES

CCTV Monitoring Limited has the following policies which further define its stance on modern slavery

- Anti-slavery policy – this policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- Recruitment policy - we operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees.
- Whistleblowing policy - we operate a whistleblowing policy so that all employees know that they can raise concerns, without fear of reprisals.

J) SLAVERY COMPLIANCE OFFICER

The CCTV Monitoring Limited has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the CCTV Monitoring Limited obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

A handwritten signature in black ink that reads 'Stuart Capstick'.

Stuart Capstick
Date: 02/01/2019
Managing Director
CCTV Monitoring