



## PS14 MODERN SLAVERY POLICY & PROCEDURE

### Introduction

This statement has been produced in accordance with the Modern Slavery Act 2015 and sets out the actions that The Bridge Group will take to understand potential modern slavery risks related to its business activities and supply chains. This statement relates to actions and activities during the current financial year.

The Bridge Group is committed to preventing modern slavery in its business activities and its supply chains and detailed below are actions that have been implemented, and will continue to be, with the aim of fulfilling this commitment.

### Policies

We are committed to the prevention of modern slavery which includes servitude, forced labour, human trafficking, and child slavery.

Our Modern Slavery policy is delivered through a range of associated policies and procedures:

- ✓ Ethical Code of Conduct Policy
- ✓ Recruitment Policy
- ✓ Environmental Policy
- ✓ Corporate Responsibility Policy
- ✓ Work Safe & Whistleblowing Policy

Ultimate responsibility for ensuring prevention of modern slavery and for monitoring compliance to this modern slavery policy is held by Nigel Grayston, Group CEO. This responsibility includes monitoring of employee salary, employment rights and supply chain communication cascades.

### About The Bridge Group

The Bridge Group offers diverse and flexible Security and Facilities Management services. We are a group of established and successful companies that specialize in the manned services. Activities include security and CCTV monitoring services, fire and alarm services, fleet management solutions, premises management and building and electrical services. We deliver the best possible advice, products, and services available in a professional manner with minimum fuss and maximum satisfaction.

We employ circa 400 people across the group.

All our materials are purchased from UK based suppliers; however, materials may be manufactured in the UK, EU or in non-EU countries.

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Authorised: Nigel Grayston, CEO	Version 3-0	Page 1 of 3
Last Reviewed Date: 01 January 2023		PS14 Modern Slavery Policy



## Understanding the Risks of Modern Slavery

The key direct risks of Modern Slavery, and the associated risk control measures, to The Bridge Group are:

- Freedom to choose to work for us: All employees are free to leave after reasonable notice is served and labour is not forced, bonded and non-voluntary prison labour isn't used;
- Labour Trafficking: For all employees, including any temporary workers, we have received sight of original documents proving Right to Work in the UK e.g., passports, birth certificates, work permits, and have retained copies of these;
- Working Hours: Employee working hours are compliant with national laws or industry standards;
- Wages and Remuneration: We provide wages and benefits that at least meet relevant industry benchmarks or national legal standards;
- Contracts of Employment: all employees have suitable contracts of employment. Whilst reliant on CIS operatives we don't have zero hours contracts;
- Health and Safety: We take appropriate measures to ensure the health and safety of your employees and others;
- Harassment and Intimidation: We under no circumstances allow any employee to harass, abuse or intimidate any other employee or person, in any fashion, and that you have appropriate grievance, disciplinary and appeal procedures in place.

In regards our supply chain our company is a small company and thus our ability to influence the supply chain is limited.

- We will issue supplier questionnaires to all our key suppliers to enable us to undertake compliance checks to our requirements and to legal requirements regards modern slavery.
- Our contractual requirements require that modern slavery is not permitted;
- We expect our customers to deliver the same ethical treatment of us as a supplier, particularly in regard to payment terms and conditions, rates of pay and timely payment of applications.

## Staff Training

We will provide all management staff training in relation to modern slavery.

## Assessing Effectiveness

The delivery of this modern slavery policy shall be monitored and shall form part of annual management performance review.

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Authorised: Nigel Grayston, CEO	Version 3-0	Page 2 of 3
Last Reviewed Date: 01 January 2023		PS14 Modern Slavery Policy



**Corrective Actions**

Should an occurrence or potential occurrence of modern slavery be identified, either internally related to employment practice or working conditions or externally with the supply chain then appropriate corrective action shall be taken in line with the company’s Control of Non-Conformity Procedure. All non-conformity shall be recorded, and the required actions implemented in a timely manner.

**Policy Review**

This will be subject to review following any lessons learnt, identification of non-compliance and as a minimum annually.

**Policy Approval**

As the individual ultimately responsible for Group company compliance I endorse this policy.

Signed on behalf of The Bridge Group.

**Nigel Grayston, CEO, 01 January 2023**

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Authorised: Nigel Grayston, CEO	Version 3-0	Page 3 of 3
Last Reviewed Date: 01 January 2023		PS14 Modern Slavery Policy