

Anti Slavery Policy

Modern slavery is a crime resulting in despicable abuse of human rights. The Modern Slavery Act 2015 (MSA 2015) came into force as from March 2015 and consolidates slavery and trafficking offenses. It covers four activities:

- Slavery
- Servitude
- Forced or compulsory labour
- Human trafficking

It ensures that offences are subject to the toughest asset recovery regime under the Proceeds of Crime Act 2002. The National Crime Agency, the police and other law enforcement agencies have the powers to bring to justice those engaged in human trafficking and slavery. Modern slavery is a complex and multi-faceted crime, and tackling it requires all personnel and strategic partners of Elite Security Consultancy (ESC) to play their part. The MSA 2015 highlights the important need for all organisations to play a part in tackling slavery.

Risk

The principal areas of risk we face, related to slavery, human trafficking and the exploitation of people, include, but are not limited to the following:

- Goods and services supply chains
- Collaborative projects
- Outsourced activities
- Corporate hospitality

ESC will manage these risks through our procedures set out in this policy.

Responsibilities

All ESC personnel have a collective responsibility to ensure all colleagues and strategic partners are safeguarded, treated fairly and with dignity. This policy must be observed and any serious concerns which are raised will be dealt with as appropriate and may trigger disciplinary procedures.

ESC will:

Maintain clear organisational policies and procedures preventing slavery, human trafficking and the exploitation of people, protecting our personnel, strategic partners.

Be clear about our recruitment policy and make all appropriate checks on employees and strategic partners.

Scrutinise and approve our supply chains.

Be approachable to all personnel and have in place an open and transparent grievance process.

Remain alert to indicators of slavery, human trafficking and the exploitation of people, and respond appropriately if it is suspected that someone may be at risk.

Anti-Slavery Statement

ESC will periodically review the processes that are currently employed, to ensure that slavery, human trafficking and the exploitation of people, is not taking place in any part of our organisation, or our supply chains. The most recent review will be indicated by the review date shown in this Anti-Slavery Policy.

At each review, ESC will conduct due diligence to ensure that the processes employed are suitable to meet any developments that may have taken place in the slavery, human trafficking and the exploitation of people threat landscape.

This Modern Slavery Policy was last reviewed on 01 November 2021

ESC will pay particular attention to the parts of our business operation where we lack direct control such as our supply chains, ensuring that our strategic partners are employing a similar level of diligence and vigilance to slavery, human trafficking and the exploitation of people, as ESC.

ESC will employ the following steps to combat slavery, human trafficking and the exploitation of people,

We will inform organisations that we do business with that we are not prepared to accept any form of exploitation.

Our contracts contain an anti-slavery clause informing Clients and strategic partners of our stance on slavery, human trafficking and the exploitation of people.

We will actively seek statements from our Clients and strategic partners clarifying their stance on slavery, human trafficking and the exploitation of people.

Risk assessing and auditing Clients and strategic partners.

For all enquiries relating to our Modern Slavery Policy please contact:

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