

<b>CONTENTS</b>	<b>Page</b>
1. <b>OUR COMMITMENT</b> .....	1
2. <b>OUR BUSINESS</b> .....	1
3. <b>SUPPLY CHAINS AND CLIENTS</b> .....	1
4. <b>OUR POLICIES</b> .....	1
5. <b>EMPLOYEE AWARENESS AND COMPLIANCE</b> .....	2
6. <b>WHISTLEBLOWING AND GRIEVANCE MECHANISMS</b> .....	2
7. <b>TRAINING ON SLAVERY AND HUMAN TRAFFICKING</b> .....	2

### **1. OUR COMMITMENT**

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Lodge Service is committed to respect human’s rights and to fairly treat its employees. We are committed to prevent any form of modern slavery and/or human trafficking within business and its supply chains and to put effective systems in place for safeguarding.

We are committed to have a zero-tolerance approach to modern slavery, and to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

### **2. OUR BUSINESS**

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Lodge Service operates throughout UK and Ireland, Western Europe and in South Africa. Our main focus is to provide our clients with a range of intelligent security solutions for the optimum protection of people, property, business operations as well as demonstrable return on Investments, we employ over 1500 personnel globally.

Head Office based in Bank House, 15 Gosditch Street, Cirencester, Gloucestershire, GL7 2AG.

### **3. SUPPLY CHAINS AND CLIENTS**

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Our business is dependent on our people and our supply chains to support the delivery of our services. Our zero-tolerance approach to modern slavery in our business and supply chains and to those we deliver services to will be communicated to all suppliers, contractors, clients and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

### **4. OUR POLICIES**

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We have a number of policies addressing relevant areas of business to minimize and prevent the risk of modern slavery and human trafficking within the business:

- Modern Slavery Policy – to ensure the Company act in accordance with the Modern Slavery Act 2015, and to maintain the highest possible standards of business practice.

## Anti-Slavery and Human Trafficking Statement

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- Equal Opportunities Policy – to ensure the company is treating its employees and applicants equally and fairly in all aspects of employment.
- Harassment and Bullying (Dignity at work) Policy - to provide safe from any form of bullying and harassment work environment.
- Whistleblowing Policy – to encourage and support employees to raise any fraud, misconduct, and wrongdoing of others within the Business.
- Corporate Social Responsibility Commitment – to operate in a way that safeguards against unfair business practices
- Defined Duties and responsibilities during the employment – to ensure, that the employee is aware of his duties and responsibilities as well as his conduct at work
- Child Protection Procedure – to ensure that the needs and welfare of children are paramount and to protect children in appropriate circumstances occurring on the on the premises of our client

### **5. EMPLOYEE AWARENESS AND COMPLIANCE**

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We ensure that all employees who work for have the legal right to work in the UK. This helps ensure that we are not engaging anyone who has been trafficked and cannot legally work in the UK.

All employees are provided with an company induction and a company handbook and access to company policies and procedures.

### **6. WHISTLEBLOWING AND GRIEVANCE MECHANISMS**

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Our employees, members of public can raise any concerns, including the conduct of our employee they through our whistleblowing email address or phone line service.

### **7. TRAINING ON SLAVERY AND HUMAN TRAFFICKING**

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Lodge Service provides training on the prevention of Modern Slavery and Human trafficking to all employees.