



**LEON**  
GUARDING



## MODERN SLAVERY POLICY STATEMENT

MODERN SLAVERY POLICY STATEMENT POL18 – JAN 2023, Issue 2



**LEON GUARDING & FM Ltd**

103-Cranbrook Road, Ilford, IGI 4PU

+44 203 874 4111 | [www.leonguarding.co.uk](http://www.leonguarding.co.uk)





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## **MODERN SLAVERY POLICY STATEMENT**

Modern slavery is an unquestionable and indefensible violation of an individual's basic human rights. Leon Guarding & FM Limited recognizes that as a commercial organisation it has a moral and social responsibility to take a zero-tolerance approach to modern slavery in all forms.

We are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring, as far as we are able that our staff are free from slavery and human trafficking.

### **Current Activity:**

We undertake due diligence when considering taking on new employees, and we screen and vet all of our staff in accordance with BS7858, if the applicant is holding a non-EU passport we carry out visa checks to ensure that person has a legal right to work in the UK. We operate the following policies that assist our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations: Whistle blowing Policy- we encourage all our employees, to report any concerns relating to unlawful conduct, malpractice, dangers to the public or the environment, and any other matter of a serious nature. The Modern Slavery Act 2015 (the "Act")

### **Quality and Sustainability Agreement ISO 9001:2008-**

we are committed to ensuring that our people adhere to the highest standards of ethics. At all times we expect our customers to provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law. Serious violations of the Company's Quality and Sustainability Agreement will lead to the termination of the business relationship.

### **Training**

The Company requires all employees working in management and relevant roles to complete training on how to assess the risk of Modern Slavery and human trafficking in relation to various aspects of the business, how employee can identify the signs of slavery and human trafficking and what should be done if this activity is suspected.

Awareness training is provided for all directors and any other staff in relevant and appropriate roles. PS

### **Directors Approval:**

This statement has been approved by the Directors of Leon Guarding & FM Limited who will review and update it annually. This statement is made pursuant of section 54(1) of the Act and constitutes our slavery and human trafficking statement.

### **Website**

A copy of this statement will be available via our website and there will also be a link to the statement via the TISC Report Within our supply chains we will act with due diligence to ensure that our suppliers comply with the Modern Slavery act, we have sent our suppliers a copy of our Modern Slavery statement, we believe that the highest risks for our business would be from migrant labour, that is why we carry out



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stringent checks to ensure all of our staff have the right to work in the UK. Our HR manager carries out due diligence and completes right to work checks on all our staff.

### **KPI's**

We will use KPI.s to ensure compliance with the Modern Slavery Act and will adhere to:

- local and a national law's,
- freedom of workers to terminate their employment,
- freedom of movement,
- freedom of association.

We prohibit the following;

- Threats of violence harassment and intimidation
- The use of worker paid recruitment fees
- Compulsory overtime
- Child labour
- Discrimination as per our equality and discrimination policy
- Confiscation off workers original identification documents

We Will Provide access to remedy, compensation and justice for victims of Modern Slavery.

### **Supply Chain**

If we believe we are dealing with a supplier who falls into the high-risk category for Modern Slavery we will make it a condition of the contract that they must strictly adhere to the Modern Slavery Act We will ensure that we consider Modern Slavery during each stage of our procurement process All of our staff have credit checks completed on them during their screening and vetting to ensure that they are not trapped in debt bondage for other reasons We will investigate all allegations of Modern Slavery immediately and will produce a report for the directors with the findings.

*Signed: M shahzad*

*Date: 01-Jan 2023*