

Modern Slavery and Human Trafficking Statement (2024–2025)

INTRODUCTION AND COMPANY STRUCTURE

CB Security (UK) Ltd ("CB Security") is a private security services provider registered in England and operating nationwide. We specialise in providing manned guarding, mobile patrols, key holding, and other security solutions to a range of clients across the United Kingdom. We employ a workforce of licensed security personnel and support staff throughout our regional operations. We recognize our responsibility under the UK Modern Slavery Act 2015 to ensure that modern slavery and human trafficking are not taking place in any part of our business or supply chains. This statement, covering the financial year 2024–25, outlines the steps CB Security has taken and continues to take to prevent modern slavery and human trafficking in our operations and supply chains, pursuant to Section 54(1) of the Modern Slavery Act. We are committed to a zero-tolerance approach to slavery and human trafficking, and to acting ethically and with integrity in all our business dealings.

Our organisational structure is straightforward – we operate as a single trading entity (CB Security (UK) Ltd) with a head office in England and regional offices supporting nationwide contracts. Our supply chain primarily consists of UK-based suppliers, including providers of uniforms and equipment, facilities services, and authorized subcontractors for specialist services. While our operations and suppliers are largely domestic (within the UK), we understand that no sector or region is completely free from risk. We therefore remain vigilant and proactive in assessing and addressing any potential risks of modern slavery in all areas of our business, regardless of geography.

OUR POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

CB Security maintains a robust suite of internal policies and procedures that reflect our commitment to ethical business conduct, the welfare of our employees, and the prevention of exploitation throughout our operations. These policies are reviewed at least annually to ensure they remain effective and up-to-date. Key policies include:

Anti-Slavery & Human Trafficking Policy: This policy underpins our zero-tolerance stance on modern slavery. It outlines our commitment to comply with the Modern Slavery Act 2015 and to continually improve our practices to combat slavery and human trafficking. The policy sets expectations for all employees and suppliers to report any concerns and expressly prohibits any form of forced labor, servitude, or human trafficking in our business or supply chain. We communicate this policy to all staff and key suppliers and require their acknowledgment of its principles.

Health & Safety Policy: Our comprehensive Health & Safety Policy ensures that we provide safe and hygienic working conditions for all staff. By maintaining high standards of workplace safety, we reduce the vulnerability of workers to exploitation – unsafe or abusive working conditions can be an indicator of modern slavery. This policy is enforced through regular site audits and staff training, ensuring that all employees work in an environment that prioritizes their well-being.

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Equality & Diversity Policy: We are committed to equal opportunity and fair treatment of all our employees. Our Equality & Diversity Policy helps protect workers from discrimination and unfair practices. By fostering a culture of respect and inclusion, we reduce the risk of practices that could enable exploitation or coercion. All employees, regardless of their role or background, must be treated with dignity and have equal access to rights and opportunities.

Environmental Policy: While primarily focused on environmental sustainability, our Environmental Policy also reflects our broader corporate responsibility ethos. Ethical and sustainable business practices often go hand-in-hand. By vetting and selecting suppliers who adhere to environmental and social responsibility standards, we indirectly support better labor conditions. This policy ensures we conduct business in a way that is mindful of our impact on the environment and society, contributing to an overall ethical operation.

Anti-Bribery & Corruption Policy: Our Anti-Bribery & Corruption Policy reinforces a culture of integrity and legality in all dealings. This is relevant to modern slavery prevention because corrupt practices can sometimes facilitate labor exploitation (for example, bribery might be used to evade labor inspections). By strictly prohibiting bribery and corruption, we help ensure that no unethical or illegal shortcuts are taken that could conceal or enable trafficking or forced labor. All staff receive training on compliance with anti-bribery laws (UK Bribery Act 2010) and are required to declare any conflicts of interest.

Preferred Supplier Vetting Program: We operate a Preferred Supplier List and Vetting Program to ensure our suppliers and contractors share our commitment to combating modern slavery. Under this program, all prospective suppliers undergo rigorous due diligence and screening before approval. We require suppliers to confirm their own anti-slavery measures (such as having an anti-slavery policy or statement, if applicable) and compliance with all labor laws. We have a Supplier Code of Conduct aligned with the principles of the Modern Slavery Act, which we communicate to our supply chain partners. Suppliers on our preferred list must acknowledge this code and agree to our contractual terms forbidding the use of forced or trafficked labor. We assess suppliers on factors including their ethical track record, labor practices, and any past human rights issues. This vetting program is central to ensuring we only partner with organisations that uphold high standards of ethics and transparency. If a supplier does not meet our standards or fails to remediate shortcomings, we will suspend or terminate the business relationship, as maintaining an ethical supply chain is non-negotiable for CB Security.

These policies work in tandem to create a framework of governance and ethics that guards against modern slavery. They are readily accessible to all employees (via our intranet and employee handbook) and are introduced to new employees at induction. We also make relevant policies (such as our Anti-Slavery Policy and Supplier Code of Conduct) available to external stakeholders and suppliers, ensuring our values and expectations are clear to all parties we engage with.

DUE DILIGENCE PROCESSES

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CB Security undertakes thorough due diligence to prevent and detect any form of modern slavery or human trafficking in our business operations and supply chains. Our due diligence processes include:

Employment Vetting and Right-to-Work Checks: We conduct rigorous pre-employment screening for all our staff in line with industry best practice and legal requirements. All employees, including security officers, are required to provide proof of their identity and right to work in the UK (e.g. valid passport or visa) and are vetted to BS7858 standards – the British Standard for security screening of individuals employed in a security environment. BS7858 vetting entails comprehensive background checks, including verification of employment history, criminal record checks, character references, and in some cases financial/credit checks, to ensure we are recruiting personnel of high integrity. By adhering to BS7858:2019 (updated standard) vetting requirements, we significantly mitigate the risk of inadvertently hiring someone who is being coerced or who might pose a risk to others. This also ensures our staff are treated fairly and are working voluntarily. We do not charge any fees to candidates for recruitment and strictly prohibit any form of worker-paid recruitment fees, consistent with the “Employer Pays Principle” for fair recruitment.

- **Supplier and Subcontractor Due Diligence:** For every new supplier or subcontractor, we perform a modern slavery risk assessment as part of our onboarding. This includes requiring suppliers to complete a detailed supplier questionnaire covering their own labor practices, workforce sourcing, and steps to prevent modern slavery. We request information such as whether the supplier has an Anti-Slavery policy or statement, how they train their staff on labour standards, and details of their supply chain (especially if they source goods from higher-risk countries). High-risk suppliers (for example, those providing manpower or coming from industries/geographies with known exploitation risks) are subject to additional scrutiny, such as requiring evidence of worker rights protections or independent ethical audit reports. We verify that our key suppliers adhere to our Supplier Code of Conduct and the Modern Slavery Act 2015 requirements – for example, by obtaining written confirmations that they do not engage in any form of forced labor or human trafficking in their business. All our contracts with suppliers include clauses that allow us to terminate the relationship if any form of modern slavery is discovered in their operations or supply chain. Our Preferred Supplier Vetting Program (mentioned above) formalises these steps: only suppliers who pass our due diligence checks are retained, and this list is reviewed periodically.
- **BS7858 Compliance in Supply Chain:** In cases where we engage subcontracted security personnel through partner companies (e.g., for specialist services or surge capacity), we require those contractors to also uphold BS7858 screening for their staff. This ensures any personnel deployed on our assignments have undergone the same level of background vetting and right-to-work verification as our direct employees. We verify and document that requirement during supplier onboarding, and we may request audit evidence from labor-providing partners to confirm compliance.
- **Audits and Site Visits:** We conduct periodic audits of key suppliers, especially those classified as higher risk. These audits may be desktop reviews (checking documents like policies, payroll records for any anomalies, etc.) or on-site visits. During on-site audits, we may interview a

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sample of workers or inspect working conditions (where appropriate) to ensure that workers are not being subject to undue coercion, that they receive proper pay and rest breaks, and that health and safety standards are met. We prioritize unannounced visits for suppliers in higher-risk categories to get an unfiltered view of working conditions. If any audit reveals areas of concern, we work with the supplier on a corrective action plan and follow up to ensure issues are rectified. Persistent or serious violations (such as evidence of forced labor) would result in terminating the supplier relationship immediately.

- **Whistleblowing and Grievance Mechanisms:** We maintain a Whistleblowing Policy and secure reporting channels to encourage employees, suppliers, and other business partners to speak up about any concerns related to modern slavery (or any wrongdoing) in our operations or supply chain. This includes a confidential whistleblowing hotline and a dedicated email address that can be used anonymously. We publicize these channels in our employee handbook, on posters at work sites, and in supplier communications. Reports can be made without fear of retaliation – our policy expressly protects whistleblowers, and any form of retaliation against someone for reporting a concern is a serious disciplinary offense. All whistleblowing reports are reviewed by senior management (and the Head of Compliance) and investigated thoroughly. In the past year, we have not received any reports of modern slavery within our business or supply chain; however, if any were to arise, we are prepared to investigate immediately and take appropriate remedial action, involving law enforcement authorities as necessary. Additionally, employees and even subcontracted workers have access to a grievance procedure to raise workplace issues. We ensure that any grievances related to labor conditions (e.g., unfair treatment, pay issues, excessive working hours) are addressed promptly, as resolving such grievances can help uncover and prevent exploitative practices.
- **Collaboration and Verification:** We also engage with industry networks and external bodies to bolster our due diligence. For instance, we check prospective suppliers against publicly available watchlists or the UK Modern Slavery Registry (which holds statements of many companies) to see if they have made positive commitments. Where feasible, we seek certifications or memberships that demonstrate a supplier's commitment (such as SEDEX membership for ethical trade, or if a labor provider is part of the Recruitment and Employment Confederation (REC)). In our recruitment supply chain, we use only reputable employment agencies when necessary and verify that any agency is licensed and adheres to the REC Code of Professional Practice or equivalent standards. This helps ensure any agency workers we engage are treated fairly and not at risk of exploitation by the agency.

Through these due diligence steps, CB Security strives to identify and mitigate risks at the earliest stage possible – whether it be during hiring of a new employee or onboarding of a new supplier. We recognize that due diligence is an ongoing process; therefore, we regularly review and refine our procedures in light of new guidance, incidents in our industry, or changes in our risk profile.

RISK ASSESSMENT AND MANAGEMENT

We take a risk-based approach to identify which parts of our business and supply chains pose the greatest risk of modern slavery, so we can focus our efforts accordingly. In 2024–25, we

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conducted a comprehensive risk assessment that involved mapping our operations and suppliers by both geography and labor/service type:

- **Geographical Risk Mapping:** Since our direct operations are within the UK (which has robust labor laws and enforcement), the geographical risk for our in-house activities is generally low. However, we acknowledge that certain regions or industries in the UK can still harbor exploitative labor practices. We have mapped our supply chain to note if any suppliers source products or services from outside the UK. The vast majority of our suppliers are UK-based, with a small number in low-risk parts of Europe (e.g., for certain equipment). We currently have no significant suppliers in high-risk countries (as identified by the Global Slavery Index or similar indices), but if we were to consider such sourcing, those would be flagged as high-risk and require enhanced diligence. Additionally, even within the UK, we pay attention to sectors known for higher vulnerability (such as agriculture, cleaning, or construction) in case any indirect suppliers fall into those categories. At present, our core business supply chain (security services and related products) does not involve those high-risk sectors, helping to keep our overall geographic risk manageable.
- **Labor and Sector Risk Mapping:** By the nature of our business, security guarding roles and other front-line manual roles form the bulk of our workforce. We recognize that the security industry has been identified as high-risk for labor exploitation and modern slavery compared to some other sectors. Factors contributing to this risk include the prevalence of low-wage, low-skill roles, the use of subcontractors or self-employed classifications in the industry, and historically instances of poor practices by rogue operators (e.g. underpaying guards, excessively long hours, or debt bondage through training fee schemes). As such, we explicitly flag our guarding and patrol services as a higher-risk area in our internal risk register. This means we apply stricter controls and oversight for these roles – for example, ensuring all guards are directly employed by us wherever possible (to retain control over their pay and conditions), or if occasionally using labor from partner companies, choosing only audited, reputable firms. We also treat any supplier providing labor (such as a subcontracted security crew or an agency) as high-risk by default, until proven otherwise through due diligence.
- **Supply Chain Risk Factors:** Aside from guarding services, we considered risks in procurement of goods. One area assessed was our uniform and equipment supply chain. While our uniform suppliers are UK-based, we are aware that garments and textiles globally can be at risk of forced labor. We have obtained assurances from our uniform provider that their manufacturing processes are free from modern slavery and that they source ethically; we will continue to monitor this and request evidence or audits if needed. Similarly, any electronics or security hardware we procure (e.g., CCTV cameras) could have complex supply chains. We prioritize purchasing from reputable manufacturers who have their own ethical sourcing policies and whom we have confidence in. If in future we enter into larger procurement contracts for goods, we will include modern slavery risk as a criterion in supplier selection (e.g. requiring information on conflict minerals, labor standards at factories, etc.).
- **Contract and Client Risk:** As part of risk mapping, we also examine the nature of our contracts and clients. Certain types of contracts might carry higher risks – for instance, contracts that involve rapid ramp-up of a large number of temporary security staff on short notice (like for a large event or project) could incentivize use of third-party labor or agencies

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at short notice. We mitigate this by maintaining a pool of vetted relief staff and avoiding last-minute labor sourcing from unknown entities. We also avoid contract arrangements that could pressure us into untenable labor practices (such as unrealistically low pricing that could only be met by underpaying workers – we will not engage in contracts that cannot sustain legal wage levels for our staff). Our risk assessment therefore also involves reviewing the terms of each major contract to ensure we can fulfill it without any temptation to cut labor costs improperly. In line with guidance on responsible purchasing, we ensure our pricing and scheduling with suppliers are fair and do not indirectly encourage labor exploitation (for example, we avoid unrealistically tight lead times or late payment to our subcontractors, which can create downstream pressure on workers).

After mapping out these risk areas, we classify suppliers and parts of our operation into risk tiers (low, medium, high). Higher-risk suppliers (e.g. a labor subcontractor, or a supplier in a sector with known issues) are prioritized for annual audits and frequent communication. Medium-risk suppliers (perhaps those in moderately risky sectors or geographies) are subject to periodic reviews via questionnaires and monitoring of any news or red flags. Lower-risk suppliers (e.g. providers of professional services or local UK firms in low-risk sectors) are reviewed on a rolling basis and must still contractually agree to our standards.

Within our own operations, the risk of direct involvement in modern slavery is mitigated by our employment practices – we hire staff directly on fair terms (never charging recruitment fees, paying at least the legally mandated minimum wage or above, and abiding by working time regulations). We conduct regular internal audits on our HR and payroll to ensure, for instance, that no employee is working excessive hours without proper rest or that anyone's documentation has not expired. We maintain an active list of employees' work visa expirations to ensure continued compliance and to prevent any individual from slipping into an undocumented status which could increase vulnerability.

Going forward, we will keep our risk assessment up-to-date. We plan to review our risk mapping annually (or more frequently if we undergo significant changes such as entering new markets or changing suppliers). The findings of our risk assessments are reported to senior management and inform where we focus further due diligence or training. By understanding where the risks are highest, CB Security can allocate resources effectively to prevent any occurrence of modern slavery in our business.

TRAINING AND AWARENESS

We firmly believe that proper training and awareness-raising among our staff are critical in the fight against modern slavery. In 2024, CB Security launched a comprehensive training program on modern slavery and human trafficking, targeted especially at employees in key roles such as operations management, recruitment, and procurement. Our training and awareness initiatives include:

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- **Induction Training:** All new employees, regardless of role, receive an introduction to our Anti-Slavery & Human Trafficking Policy and the basics of modern slavery awareness as part of their induction. This ensures from day one that they understand our company's values and the importance of vigilance against exploitation. The induction covers how to spot basic signs of forced labor or trafficking (for example, colleagues who are not in control of their ID documents or who seem excessively afraid), and it emphasizes the ways to report concerns.
- **Specialised Training for Key Staff:** During the 2024–25 period, we rolled out enhanced modern slavery awareness training to all Operations Managers, Site Supervisors, HR and Recruitment personnel, and any staff involved in managing suppliers. This focused training (conducted through a mix of workshops and e-learning modules) dives deeper into risk factors and scenarios relevant to the security industry. It covers:
 - ✓ The forms and indicators of modern slavery (forced labor, debt bondage, human trafficking, etc.).
 - ✓ Specific red flags in the security sector (e.g. signs that a security guard might have been coerced or is being exploited by a third party, such as appearing malnourished, unusually long shifts, or hinting that wages are withheld).
 - ✓ Our internal protocols: how to report suspicions and the immediate steps to take if they believe someone might be a victim (including safeguarding that individual and informing law enforcement via the Modern Slavery Helpline or police if appropriate).
 - ✓ Case studies or hypothetical scenarios that stimulate discussion on how to respond, ensuring staff feel prepared to act.
- **Use of External Resources:** We recognize the value of expert resources in this area. We have incorporated materials and guidance from the Gangmasters & Labour Abuse Authority (GLAA) and the Stronger Together initiative into our training program. For example, we use GLAA's industry-specific guidance and videos on spotting and addressing labor exploitation in the workplace. We also leverage Stronger Together's toolkits and interactive training workshops which are specifically designed for businesses to tackle modern slavery in supply chains. By using these established resources, our staff benefit from nationally recognized best practices and practical tools (such as the GLAA's posters on workers' rights and Stronger Together's awareness videos). We also encourage staff to complete Stronger Together's online modules or attend their seminars when available.
- **Refreshers and Ongoing Awareness:** Modern slavery training is not a one-off event. We have scheduled annual refresher training for relevant staff to keep knowledge current. We also mark Anti-Slavery Day (18th October) each year by circulating updates or holding short briefings to reinforce the message and share any new trends or lessons learned in combating modern slavery. Our internal newsletters periodically include articles or reminders about human trafficking awareness, recent news cases, or changes in legislation, to ensure it stays on our collective radar.
- **Recruitment Staff Focus:** Our recruitment team receives additional guidance on ethical recruitment practices. This includes ensuring no worker is charged any fee for recruitment (as mentioned, we never permit that), verifying identification documents carefully to detect any

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signs of identity loan or coercion, and understanding the risks associated with migrant workers or temporary labor. They have been trained to verify that any recruitment agencies or labor providers we might engage have been vetted and to ask probing questions about how those agencies recruit and treat their workers.

- **Management and Board Training:** We ensure that not just junior staff, but also senior management and directors are knowledgeable. In 2024, our Directors and senior leadership participated in a briefing on modern slavery risk management, which covered the strategic implications, legal obligations for the company and personal responsibility in oversight. This top-down awareness helps reinforce a culture of compliance and vigilance.
- **Evaluating Training Effectiveness:** We measure understanding through short quizzes or feedback forms after training sessions. The results help us identify if any topics need more clarification or emphasis. Encouragingly, the latest round of training saw over 98% of participants correctly identifying key indicators of forced labor in a post-training assessment, and staff feedback on the training has been positive, with many saying they feel more confident in identifying and reporting concerns.

Through these training efforts, we aim to ensure that everyone at CB Security – from front-line guards to the boardroom – is equipped to play their part in preventing modern slavery. Well-trained employees are our first line of defense: they are more likely to notice if something is wrong and to take action. We will continue to update our training content in line with emerging risks and incorporate any new guidance from experts or authorities to keep our workforce informed and alert.

KEY PERFORMANCE INDICATORS TO MEASURE EFFECTIVENESS

CB Security uses a set of Key Performance Indicators (KPIs) to assess the effectiveness of our anti-slavery measures and to drive continuous improvement. We recognise the importance of not just implementing policies and processes, but also monitoring their impact. The following KPIs are tracked and reviewed by senior management on a regular (at least annual) basis:

- **Employee Training Completion Rate:** We track the percentage of employees (especially those in high-priority roles like operations, HR, and procurement) who have completed modern slavery training. Our goal is 100% training completion for all relevant staff each year. For the 2024–25 period, we achieved a 100% completion rate for Operations and HR staff, and overall 95% of all employees completed the mandatory modern slavery e-learning module (the remaining were new hires scheduled for the next induction session). This high completion rate reflects our strong emphasis on awareness training. KPI target for next year: maintain 100% completion in target groups and above 95% company-wide, with additional focus on ensuring all new starters complete training within 1 month of joining.
- **Supplier Screening and Audits:** We monitor the extent of due diligence coverage in our supply chain. One KPI is the number and percentage of active key suppliers vetted or audited for modern slavery compliance each year. In 2024, 100% of new suppliers underwent our vetting process (including completing our modern slavery questionnaire) before approval. Additionally, we carried out on-site or remote audits on 20% of our existing suppliers,

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focusing on those identified as medium or high risk. Our target was to audit at least 10 suppliers this year; we achieved audits of 12 suppliers, all of which were found to be compliant with our standards (with minor improvement suggestions given in a few cases). KPI target for 2025: conduct audits on 100% of high-risk suppliers and at least 25% of medium-risk suppliers, and continue to vet 100% of new suppliers. We also aim to develop a formal supplier scorecard that tracks each supplier's risk rating and improvement actions over time.

- **Whistleblowing and Incident Reports:** We track the number of reports, grievances, or incidents relating to modern slavery or unethical labor practices that are raised within our operations or supply chain. Our goal is to have zero incidents of modern slavery; however, we encourage reporting of any suspicions, so an increase in reports could indicate growing awareness. In the reporting year, we had zero confirmed incidents of modern slavery or human trafficking. We did receive two internal whistleblowing reports related to labor practices (one concerned excessive overtime at a subcontractor, and another concerned a rumor of underpayment by a cleaning supplier). Both were investigated promptly: the overtime issue was found to be an anomaly already corrected by the subcontractor, and the underpayment rumor was not substantiated (the cleaning supplier provided payroll records showing compliance with wage laws). KPI target: maintain robust reporting culture, with any allegations thoroughly investigated. We treat *any* report as significant – the KPI is not simply “number of incidents” (since zero is ideal, but could also mean lack of awareness), so we also measure awareness by tracking usage of the whistleblowing channels and doing periodic anonymous surveys to ensure employees feel empowered to speak up.
- **Incident Response and Resolution Time:** If an incident or allegation is identified, we measure how quickly and effectively we respond. Our KPI is the average time to initiate investigation and to close out reported issues. Our standard is to initiate an investigation within 48 hours of a report and to resolve (or have a clear action plan for resolution) within 30 days for any substantiated issue. In the past year, the two aforementioned reports were both addressed within these targets (initial inquiry started within 24 hours and final outcomes reached within two weeks). We document all actions taken and any lessons learned. KPI target: Continue to ensure 100% of reported concerns are addressed with an action plan within 30 days, and immediate protective measures are taken within 1-2 days as needed.
- **Supplier Engagement and Compliance:** Another metric we track is supplier sign-off rate on our Anti-Slavery requirements. We aim for 100% of our Tier 1 suppliers (key direct suppliers) to formally affirm their commitment to anti-slavery measures each year, whether through signing our contract clauses, responding to our questionnaire, or providing their own modern slavery statement. Currently, all active Tier 1 suppliers have either provided acceptable modern slavery statements or signed our compliance acknowledgment. We also measure how many suppliers require corrective actions from our audits/questionnaires. In 2024, 10% of suppliers assessed had minor issues (e.g., needing a formal policy or training for their staff on modern slavery); we have obtained commitments from all of them to improve, and will follow up in 2025. Our target is to reduce the percentage of suppliers with such gaps by assisting them and sharing best practices, aiming for zero suppliers with major non-compliances.
- **Employee and Stakeholder Feedback:** While more qualitative, we also consider feedback as a KPI indicator. Through surveys or feedback forms after training sessions and via our regular

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employee engagement surveys, we gauge the level of understanding and commitment to our anti-slavery initiatives. We saw a positive trend in 2024: an internal survey showed 90% of employees felt confident that CB Security is proactive in preventing modern slavery (up from 80% the previous year after we enhanced our program). We will continue to use such feedback to guide improvements, with a target to raise this confidence level further and address any areas of confusion.

These KPIs are reported to our Board of Directors at least annually when reviewing this statement, and more frequently to our compliance and operations committees. By transparently measuring and disclosing these indicators, we hold ourselves accountable. If our KPIs indicate any shortcomings, we take that as an impetus to strengthen our efforts. Likewise, meeting our targets helps us demonstrate to our stakeholders – including clients and employees – that our anti-slavery measures are effective in practice. Ultimately, our goal is continuous improvement: using these metrics not just as numbers to report, but as tools to drive deeper engagement and stronger safeguards against any form of modern slavery in our business.

GOVERNANCE AND APPROVAL

This Modern Slavery and Human Trafficking Statement has been approved by the Board of Directors of CB Security (UK) Ltd. We maintain oversight of our anti-slavery initiatives at the highest level of the company. The Board and senior management are regularly apprised of modern slavery risk management progress, including reviews of the KPIs and any incidents or reports. Any significant issues would be escalated to the Board immediately.

We are committed to transparency and accountability. This statement is reviewed and updated annually, in line with our financial year cycle, to reflect progress made and to set out new actions for the coming year. It will be published on our company website (in a visible and accessible manner, as per the requirements of the Modern Slavery Act's transparency in supply chains guidance) and will be available to all employees, clients, and the public. We also understand the UK Government is moving towards a centralized modern slavery statement registry, and we will submit our statement to that registry as required, ensuring full compliance with any emerging legal requirements or best practices in reporting.

For the financial year 2024–2025, this statement was approved by the Board on June 19, 2025 and is signed below by a director of the company, as mandated by law. The person signing is a senior executive who has overseen the development of this statement and the implementation of our modern slavery prevention program.

We reaffirm our unwavering commitment to combating modern slavery in all forms. CB Security (UK) Ltd will continue to work diligently to protect the rights and freedoms of those within our organisation and supply chains, and we will collaborate with industry peers, regulators, and experts to strengthen efforts across the security sector as a whole. We understand that the fight

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against human trafficking and forced labor is an ongoing journey, and we are dedicated to playing our part in eradicating these abuses.

APPROVAL AND SIGNATURE

This Modern Slavery and Human Trafficking Statement for the financial year 1 April 2024 to 31 March 2025 was approved by the Board of Directors of CB Security (UK) Ltd on 19 June 2025, in accordance with Section 54(1) of the Modern Slavery Act 2015.

SIGNED:



CECIL BERNARD
Director, CB Security (UK) Ltd
Date: 19 June 2025