



Modern Slavery Act

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes SGC Holdings ta SGC Security Services slavery and human trafficking statement for the financial year ended 30th September 2019. This statement covers the activities of SGC Holdings ta SGC Security Services, which supply personnel nationally.

Our Organisation

SGC Holdings T/A SGC Security Services is a UK based security company established in 2006

Our services are delivered from our main Head Office site located in Sible Hedingham, we employ around 600 full/ part time staff.

Arrangements to prevent slavery and human trafficking

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business activity. Our commitment to social and environmental responsibility is covered by our approach to modern slavery and human trafficking, which is part of our safeguarding strategy and arrangements.

Modern slavery act – Section 54

Section 54 of the modern slavery act details the following:

(4) A slavery and human trafficking statement for a financial year is—

- (a) a statement of the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place—
 - (i) in any of its supply chains, and
 - (ii) in any part of its own business, or
- (b) a statement that the organisation has taken no such steps.

(5) An organisation’s slavery and human trafficking statement may include information about;

- (a) the organisation’s structure, its business and its supply chains;
- (b) its policies in relation to slavery and human trafficking;
- (c) its due diligence processes in relation to slavery and human trafficking in its business and supply chains;
- (d) the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk;
- (e) its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate;
- (f) the training about slavery and human trafficking available to its staff.



Policies

SGC has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- Human Rights Policy
- Environmental Policy
- Anti-Bribery and Corruption Policy
- Whistleblowing Policy
- Health and Safety Policy

Due Diligence Processes

Detail the due diligence undertaken by the organisation including when taking on new suppliers and when reviewing its existing suppliers.

- Mapping the supply chain to assess product or geographical risks.
- Evaluating the modern slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain.
- Taking steps to improve sub-standard suppliers' practices.


Steps to Assess and Manage Risks

Acknowledge the parts of your business and supply chains where there is a risk of slavery/human trafficking taking place, and detail the steps taken to assess and manage that risk.

Training

Describe broadly the training that has taken place either directly within the organisation, or with suppliers and others, to better understand and respond to the identified slavery and human trafficking risks.

- How to assess the risk of slavery and human trafficking
- How to identify the signs of slavery and human trafficking
- What initial steps should be taken if slavery or human trafficking is suspected
- How to escalate potential slavery or human trafficking issues
- What steps the organisation should take if suppliers or contractors do not implement antislavery policies in high-risk scenarios.

Name	Paul Macarthur	Position	Managing Director
Signature		Date	1 st January 2021