

Modern Slavery Policy

SUPREME PROTECTION LTD

Version number 4	SPLPO038 Modern Slavery Policy
Issue Date:	05/01/2026
Revision Date:	05/01/2027



Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, like slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

It is a real problem for innumerable people around the globe, including many in developed countries, who are being kept and exploited in various types of slavery. Every company is in danger of being involved in this crime through its operations and its supply chain.

Policy Statement

Supreme Protection Ltd has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implement and enforce effective systems and controls, to ensure modern slavery is not taking place anywhere in its own business or any of our supply chains.

Supreme Protection Ltd has taken concrete steps to tackle modern slavery, as outlined in its statement. This statement sets out the actions that Supreme Protection Ltd has taken to understand all potential modern slavery risks related to its business and to implement steps to prevent slavery and human trafficking during the financial year 2023.

Supreme Protection Ltd is also committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains, consistent with their disclosure obligations under the Modern Slavery Act 2015.

Supreme Protection Ltd expects the same high standards from all of its contractors, suppliers, and other business partners. As part of our contracting processes, in the coming year, Supreme Protection Ltd will include specific prohibitions against the use of forced, compulsory, or trafficked labour, or anyone held in slavery or servitude, whether adults or children.

This policy applies to all persons working for Supreme Protection Ltd or on its behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Our Business and Supply Chains

When it comes to security services, here at Supreme Protection Ltd, we take great pride in offering only the best. With experienced Security Industry Authority (SIA) licensed security guards, fully trained in handling all security service needs, you can trust the professionals in ensuring that your event runs smoothly and securely. We are an established business with a start-up mentality. Supreme Protection Ltd has been in the industry since 2013 providing high-end security services to its clients and business partners. We have managed to achieve this by:

- Consistently providing great service delivery.
- Building up our brand awareness and reputation.
- Continuing to promote a 'partnership' approach.
- Being recognised as the company of choice for flexible, agile, and tailored security and service solutions.
- Promoting an environment where people want to work as a part of a team.
- Managers are committed, loyal, and take personal responsibility.
- Big enough to deliver, small enough to care.



We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure include due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

United Kingdom

Supreme Protection Ltd has not been made aware of any allegations of human trafficking/slavery activities against any of our suppliers. However, in the event that we were, then we would act immediately and accordingly and report the supplier to the relevant authorities.

Risk Assessment

In the past year, Supreme Protection Ltd conducted a risk assessment of its supply chain by taking into account:

- The risk profile of individual countries based on the Global Slavery Index.
- The business services rendered by the suppliers.
- The presence of vulnerable demographic groups.
- News analysis and the insights of labour and human rights groups.

This assessment will determine our response and the risk controls that we implement.

Policies

Supreme Protection Ltd operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- **Whistleblowing Policy** – we encourage all employees, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle-blowers.
- **Code of Conduct** – our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- **Purchasing Code** – we have updated our Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking.

Supplier Due Diligence

Supreme Protection Ltd conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of particular services.
- Auditing suppliers, their health and safety standards, labour relations, and employee contracts.
- Requiring improvements to substandard employment practices.
- Sanctioning suppliers that fail to improve their performance in line with our requirements.

Supreme Protection Ltd requires all suppliers to attest that:

- They do not use any form of forced, compulsory, or slave labour.
- Their employees work voluntarily and are entitled to leave work.
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment.
- They do not require employees to post a deposit/bond and do not withhold their salaries for any reasons.



- They do not require employees to surrender their passports or work permits as a condition of employment.

Communication and Awareness of this Policy

Training on this policy, and on the risk, our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and updates will be provided using established methods of communication between the business and you. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Training

In addition to the awareness programme, Supreme Protection Ltd has rolled out a course to all employees and supplier contacts, which covers:

- Various forms of modern slavery in which people can be held and exploited.
- The size of the problem and the risk to our organisation.
- How employees can identify the signs of slavery and human trafficking, including unrealistically low prices.
- How employees should respond if they suspect slavery or human trafficking.
- How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their organisation.
- What external help is available for the victims of slavery.
- What terms and guidance should be provided to suppliers concerning slavery policies and controls.
- What steps Supreme Protection Ltd will take if a supplier fails to implement anti-slavery policies or controls.
- An attestation from employees that they will abide by Supreme Protection Ltd's anti-slavery policy.

Measuring Performance

Supreme Protection Ltd has defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- How many employees have completed mandatory training?
- How many suppliers have filled out our ethics questionnaire?
- How many suppliers have rolled out an awareness and training programme that is equivalent to ours?
- How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues?
- What are the findings of our cross-functional Human Rights team, which reviews how we are addressing modern slavery and human trafficking?

Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Afsheen.R.

Afsheen Rabbani Managing Director

5th of January 2026



Supreme Protection Ltd

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