



## **MODERN SLAVERY STATEMENT**

### **Overview of Modern Slavery**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed 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 our supply chains. This statement sets out Optilan's approach to informing and training our people and dealing with any issues that may arise.

### **Our business and supply chain**

Our business is a global organisation operating across the following sectors – Infrastructure which is predominantly rail and telecoms, Oil and Gas, Critical Network Infrastructure and Automation. We have in excess of a 1000 suppliers which are based across the globe, although the majority are within the UK. Our suppliers provide a range of services and equipment to us and range from small independent companies to larger multi-national organisations.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

### **Due diligence**

We expect the same high standards from all of our contractors as ourselves and follow the following to ensure this is maintained:

- Each supplier is reviewed against their own modern slavery statement or if they don't have one, they agree to abide by Optilan's modern slavery statement
- We have put in place a rigorous process to ensure that all employees have the right to work in the UK. An audit was undertaken for 100% compliance in December 2018
- As part of our whistleblowing policy we will ensure that any member of staff who alerts us to an issue is protected even if found that there is no substance to their claim

### **Policies and procedures**

- Optilan has a procedure for the reporting of breaches/potential breaches of the Anti-Slavery policy, all breaches/potential breaches are logged with a record of all actions taken. All staff and contractors are made aware of this procedure and how they can implement it.
- We have introduced a modern slavery policy within the organisation

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## Training

Modern Slavery has been included within our induction and on boarding programme recently to ensure that all employees are aware of their role and responsibility and how to highlight if they believe there is any contravention

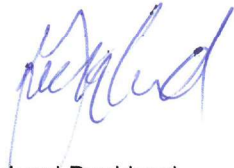
Modern Slavery is also covered with our contractors as well as our permanent staff to ensure consistency

## Continuous improvement

At Optilan we are committed to the following actions over the coming year.

- We shall ensure that 100% of our staff are trained in our Anti- Slavery policy by the end of December 2019
- We will conclude a review of our supply chain by December 2019
- We will instigate a risk ranking and assessment criteria and all suppliers will be assessed against this criteria by December 2019.
- We will audit the suppliers from our new acquisition company by the end of 2019 to ensure their compliance

This statement has been approved by our board and will be reviewed by the end of December 2019.



Richard Buckland  
Chief Executive Officer  
29<sup>th</sup> March 2019