

Link Integrated Security Solutions**Modern Slavery Policy**

01/02/2024

1. Structure, business and supply chain

Link Integrated Security Solutions Ltd is an independent electronic security and life safety systems house, we design, install and maintain systems throughout the UK mainland

We are serious about our brand because it's part of our identity and so is our commitment to corporate social responsibility. We believe transparency is the best way we can ensure the public know that we are doing our best.

In that spirit, we have published our annual statement for slavery and human trafficking, made in compliance with section 54 of the Modern Slavery Act 2015, in which we explain how slavery and human trafficking can affect our business and the steps we are taking in the fight against it. This statement is intended to fulfil the legal requirement for a slavery and human trafficking statement on behalf of all company.

Link Integrated Security Solutions Ltd has a single office based in Mansfield UK. Our product range makes use of the highest quality components, which for the most part is sourced through UK distributors. Where possible, we engage suppliers who have relationships with existing suppliers so that we can contain our supplier network and improve consistency in ethical practices throughout the supply chain. For a more detailed breakdown of our supply chain composition, please see the Supply Chain section of our Annual Report.

2. Slavery and human trafficking policies

- Relationships: Strengthening our supplier engagement process
- Feedback: Establishing grievance mechanisms and channels for individual worker feedback
- Knowledge: Improving our knowledge base by collecting relevant data and improving product traceability
- Measurable change: Developing verifiable KPIs to measure progress
- Supplier collaboration: Encouraging suppliers to collaborate to address slavery and human trafficking issues
- Incentivisation: Developing mechanisms to incentivise employees and suppliers to address slavery and human trafficking and improve labour standards
- Accountability: Establishing a framework for organisation accountability to allow for raising issues, making suggestions, voicing grievances and reporting slavery and human trafficking

3. Due diligence procedures

We understand that our biggest exposure to Modern Slavery is in our engineering section, where we have undertaken activity to minimise the risk of Modern Slavery, this is managed via our vetting process and sub contractor audits. Such audits are also regularly conducted for existing suppliers.

4. Identifying, assessing and managing risk

We set out to identify the extent of any slavery and human trafficking in our supply chains by:

- Conducting internal spot-checks on site
- Interviewing workers to discuss their conditions and their rights during annual review

Due to close controls within the security industry, that includes high level vetting, our risk and exposure to modern slavery is kept under control.

5. Key performance indicators

In order to assess the effectiveness of our modern slavery measures we will be reviewing the following key performance indicators:

- Staff training levels
- Number of slavery incidents reported in the supply chain

6. Training available to staff

A key part of our slavery and human trafficking strategy is to promote cultural change

- Delivered online training modules and awareness on modern slavery to all staff via Safetypal

About this statement

This statement was prepared by Link Integrated Security Solutions Ltd to raise the awareness of modern slavery in the workplace. For more information or to register concerns, email admin@linkintegrated.com

This policy has been approved & authorised

by: Name: Phil Brown

Position: Operations Director

Date: 01/02/2024

Signature: 