



# Anti-slavery and Human Trafficking Policy Statement

## Overview

ICTS (UK) Limited is committed to providing a work environment that is free from human trafficking and slavery by promoting ethical employment practices. Therefore, ICTS (UK) Limited will not knowingly work with Companies that employ or utilise forced labour.

## Organisation Structure

Established in 1987, ICTS UK Limited forms one of the largest subsidiaries of ICTS Europe SA.

The ICTS service offering is based around three main operational elements.

**Manpower:** provision and management of security and customer service personnel, rigorously trained (and licensed for) a wide variety of disciplines.

**Systems:** provision of procedural, physical and electronic security systems (including bespoke hard/software technologies) which can be used in isolation or integrated to provide a comprehensive security solution.

**Canine:** specialised canine sniffer dog search services providing passive and proactive detection of drugs, explosives, firearms and currency.

ICTS tailors its services to meet the needs of diverse industry sectors including (but not limited to) transport, nuclear, financial, tourist attractions, academic, healthcare, corporate and luxury retail.

ICTS (UK) Limited has 4,000 employees operating in more than 100 locations.

## Our Commitment to Anti-Slavery

We are committed to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We have a compliance team, which consists of the Company Secretary as the Senior Anti- Trafficking and Slavery Compliance Officer for the Company, allied with the Company Human Resources Manager.



## Supplier Adherence

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values, we have in place a supply chain compliance programme. This consists of suppliers, upon request, submitting certified agreement in compliance with this policy in each of the relevant countries in which they operate, and being able to demonstrate compliance to the reasonable satisfaction of ICTS (UK) Limited if audited.

Suppliers who are found to be engaging in human trafficking and slavery or which refuse to cooperate with our supply chain compliance programme will be liable to have any supplier agreement, arrangement or other contract with ICTS (UK) Limited terminated immediately without compensation and the violation being reported to the appropriate body for review.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, the Company will provide all employees and businesses with access to our Anti-Slavery and Human Trafficking Policy Statement, which is located on the Company's website and intranet site, and will provide any additional training and support on the subject if requested.

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes ICTS (UK) Limited's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2020.*

A handwritten signature in black ink, appearing to read 'Andy Kynoch', is positioned above the printed name.

Andy Kynoch

Managing Director

ICTS (UK) Limited

28 June 2019