

J Regan Security Services Ltd

Modern Slavery Policy

1. Statement

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.

J Regan Security Services Ltd has a zero tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships.

This policy applies to all persons working for us, or on our behalf in any capacity.

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

2. Responsibility

The director has overall responsibility for ensuring this policy complies with our legal and ethical obligations.

Management at all levels are responsible for ensuring that those reporting to them comply with this policy.

3. Compliance

You must ensure that you read and understand this policy

You must notify your line manager/director as soon as possible if you believe or suspect that a conflict with the policy has occurred or is about to occur

We encourage openness and will support any one who raises genuine concerns under this policy.

We are committed to ensure that no one who raises concerns under this policy suffers detrimental treatment because of reporting concerns

Reviewed: February 2026

Next Review: February 2027