

Modern Slavery and Human Trafficking 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.

Someone is in slavery if they are:

- Forced to work – through mental or physical threat
- Owner or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property'
- Physically constrained or has restrictions placed on his / her freedom of movement

Landguard Systems is committed to improving its practices to combat slavery and human trafficking. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Landguard Systems' slavery and human trafficking statement.

1. ORGANISATIONAL STRUCTURE

Landguard Systems is an engineering company that specialises in designing and manufacturing custom radio systems. Landguard Systems employs permanent and contractual staff and utilises third parties for delivery of IT infrastructure and some services. We have both a UK and US based office.

2. SUPPLY CHAIN

Landguard Systems are committed to ensuring we maintain transparency in our business practices, in accordance with the Modern Slavery Act 2015, and expect our suppliers to do the same.

As we do, our suppliers must:

- Assess modern slavery and human trafficking risks in their own business and supply chain.
- Comply with all relevant employment and human rights laws for the countries in which they operate.
- Conduct due diligence on labour agencies to prevent, identify and mitigate the risks of slavery and human trafficking.
- Provide information and training to all employees regarding identifying and raising concerns around modern slavery and human trafficking.

3. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in the following procurement procedures in place:

- Engage with our supplier base.
- Identify and monitor potential risk of slavery and human trafficking in our supply chains.
- Incorporate within the procurement process to address slavery and human trafficking with potential new suppliers.

4. FURTHER STEPS

Following a review of the effectiveness of steps we have taken to date to ensure that there is no slavery or human trafficking in our organisation and supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Landguard Systems' policies and reporting mechanisms are regularly reviewed to identify areas for further review and issues to be addressed.

Approved by:

Andy Stearne

Director, Landguard Systems

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