

Alternative Communications Systems Ltd
Modern Slavery and Human Trafficking Statement
28/11/25

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st Nov 25 to 31st Oct 26.

The statement sets down Alternative Communications Systems Ltd (hereafter referred to as ACS) commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of ACS which are as follows:

Sales, installation, corrective & preventative maintenance of: CCTV Systems, Intruder Alarm Systems, Access Control Systems, Gate Automation, Door Automation.

The Company currently operates in the following countries:

United Kingdom only

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking: All staff are Enhanced DBS checked as well as verified for their right to work in the UK.

[High Risk Activities

The following activities are considered to be at high risk of modern slavery or human trafficking: None of ACS's business activities are deemed to be at risk

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: Paul Highman is responsible for creating and reviewing policies. The process by which policies are developed is by looking at best practice and adapting to the needs of the Company.
- 1.2 Risk assessments: Paul Highman is responsible for risk assessments in respect of human rights and modern slavery by a process of examining the risks when preparing job specific RAMs.
- 1.3 Due diligence: Paul Highman is responsible for due diligence in relation to known or suspected instances of modern slavery and

human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires its Directors to have completed a current training course

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Company Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. The Company's due diligence process includes: i. building long-standing relationships with suppliers; ii. making clear our expectations of business partners; iii. evaluating the modern slavery and human trafficking risks of each new supplier; iv. invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including all Directors to have completed training on modern slavery.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Directors endorse this policy statement and are fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Paul Highman

Position: Director

Date: 28/11/25

Signature: 