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CIS SECURITY LTD modern slavery statement summary (2024)

► Organisation address

We asked the organisation a series of questions about its modern slavery statement. Its answers are published on this page as a statement summary.

This statement provides information for 5 of 6 recommended areas

► What is a modern slavery statement?

[Link to full statement](#)

[Go to full modern slavery statement on organisation's website](#)

PDF version of the statement



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Modern Slavery and Human Trafficking Statement 2024.pdf

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About this statement summary

All answers relate to the financial year covered by the statement. The organisation is responsible for all the information it provided. Some of our questions are optional, so organisations may not have answered all of them. The statement summary does not replace the full modern slavery statement – below we provide a link to the full statement on the organisation’s website.

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Legal requirement to publish

CIS SECURITY LTD has confirmed it is required to publish a 2024 statement by law.

Statement period and sign-off details

The statement covers the following period:
1 August 2022 to 31 July 2023

The statement was signed off by:
Neill Catton (Managing Director)

It was approved by the board (or equivalent management body) on:
15 November 2023

Recommended areas covered by the statement

Government guidance encourages organisations to cover a range of areas in their modern slavery statements, setting out the steps they’re taking to address modern slavery risks in their operations and supply chains. [Read about the recommended areas in the statutory guidance.](#)

We asked the organisation to tell us which areas its statement covers.

Areas recommended by government guidance

Organisation’s response

Areas recommended by government guidance	Organisation's response
The organisation's structure, business and supply chains	Covered
Policies	Covered
Risk assessment	Covered
Due diligence (steps to address risk)	Covered
Training about modern slavery	Covered
Goals and key performance indicators (KPIs) to measure the effectiveness of the organisation's actions and progress over time	Covered

The organisation's sectors and turnover

Sectors

The organisation operates in the following sectors:

- Security Guarding

Turnover

Its turnover in the financial accounting year of this statement was:

£100 million to £500 million

If the organisation is a public body, this amount is based on the organisation's budget for the year of the statement.

- ▶ What does 'turnover' refer to in group statements?

Number of years producing statements

The organisation has been producing modern slavery statements for the following number of years:

1 to 5 years

- ▶ How does this work for group statements?

Policies (optional)

We asked the organisation whether its policies include the following provisions in relation to its domestic and international supply chains, as well as its own operations.

Policy provisions we asked about	Organisation's response
Freedom of workers to terminate employment	Included
Freedom of movement	Included

Policy provisions we asked about	Organisation's response
Freedom of association	Included
Prohibits any threat of violence, harassment and intimidation	Included
Prohibits the use of worker-paid recruitment fees	Included
Prohibits compulsory overtime	Included
Prohibits child labour	Included
Prohibits discrimination	Included
Prohibits confiscation of workers' original identification documents	Included
Provides access to remedy, compensation and justice for victims of modern slavery	Included
Other	Not included

Training (optional)

We asked the organisation whether it provided training on modern slavery, and who it was for.

► What counts as training?

We asked who the training was for	Organisation's response
Your whole organisation	Yes
Your front line staff	No
Human resources	No
Executive-level staff	No
Procurement staff	No
Your suppliers	No
The wider community	No
Other	No

Monitoring working conditions (optional)

Engaging with others

We asked the organisation to tell us who it engaged with to help monitor working conditions across its operations and supply chains.

We asked who the organisation engaged with	Organisation's response
Your suppliers	Yes
Trade unions or worker representative groups	No
Civil society organisations	No
Professional auditors	No
Workers within your organisation	No
Workers within your supply chain	No
Central or local government	No
Law enforcement, such as police, GLAA and other local labour market inspectorates	No
Businesses in your industry or sector	No

Social audits

We asked the organisation to tell us about any social audits it used to look for signs of modern slavery.

► What are social audits?

Social audits we asked about	Organisation's response
Audit conducted by your staff	Yes
Third party audit arranged by your organisation	No
Audit conducted by your supplier's staff	No
Third party audit arranged by your supplier	No
Announced audit	No
Unannounced audit	Yes

Grievance mechanisms

We asked the organisation how workers in its operations or supply chains could raise concerns or make complaints.

We asked if workers could raise concerns this way	Organisation's response
Using anonymous whistleblowing services, such as a helpline or mobile phone app	Yes
Through trade unions or other worker representative groups	No

Other ways of monitoring working conditions

We asked the organisation whether it had any other ways of monitoring working conditions across its operations and supply chains:

internal & external NSI compliance audits

Modern slavery risks (optional)



Identifying modern slavery risks is a vital step towards eradicating it. The government encourages organisations to be as open and transparent as possible, to improve understanding, collaboration and best practice around tackling this worldwide problem.

We asked the organisation to describe up to 3 priority risks it focused on during the period of the statement, including details of the affected workers, the activity involved, and the location.

Priority risks for this organisation (1 of 3)

Uniform suppliers

Questions we asked about this risk	Organisation's response
Where it was most likely to occur	Organisation's response: Within your supply chains. <ul style="list-style-type: none">• Tier 1 suppliers Provide their products and services directly to your organisation.
Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none">• Women• Migrants• Refugees• Children
In which country	Organisation's response: No details provided
Actions or plans to address this risk	Organisation's response: We conducted Compliance audits against the NCP 119 standard

Priority risks for this organisation (2 of 3)

Use of Sub contractor labour

Questions we asked about this risk	Organisation's response
Where it was most likely to occur	Organisation's response: Within your supply chains. <ul style="list-style-type: none">• Tier 1 suppliers Provide their products and services directly to your organisation.

Questions we asked about this risk	Organisation's response
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Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none">• Women• Migrants• Refugees• Children
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In which country	Organisation's response: No details provided
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Actions or plans to address this risk	Organisation's response: » Employee Concerns (Whistleblowing) Policy: The organisation encourages all its stakeholders to report any concerns related to the direct activities, or the supply chains of, the organisation. This can include any circumstances that may give rise to an enhanced risk of slavery or human trafficking.
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Priority risks for this organisation (3 of 3)

Other suppliers

Questions we asked about this risk	Organisation's response
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Where it was most likely to occur	Organisation's response: Within your supply chains. <ul style="list-style-type: none">• Tier 1 suppliers Provide their products and services directly to your organisation.
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Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none">• Women• Migrants• Refugees• Children
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In which country	Organisation's response: No details provided
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Actions or plans to address this risk	Organisation's response: » Supplier/Procurement Code of Conduct: The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics.
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Indicators of forced labour (optional)

We asked the organisation whether its statement refers to finding any International Labour Organization (ILO) indicators of forced labour.

► What are ILO indicators of forced labour?

ILO indicators we asked about	Organisation's response
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ILO indicators we asked about	Organisation's response
Abuse of vulnerability	Yes
Deception	Yes
Restriction of movement	Yes
Isolation	Yes
Physical and sexual violence	Yes
Intimidation and threats	Yes
Retention of identity documents	Yes
Withholding of wages	Yes
Debt bondage	Yes
Abusive working and living conditions	Yes
Excessive overtime	Yes
Other	-

Actions taken in response to finding ILO indicators

We asked the organisation to tell us whether its statement refers to any actions it took after finding indicators of forced labour

Actions we asked about	Organisation's response
Financial remediation, including repayment of recruitment fees	Yes
Change in policy	Yes
Change in training	Yes
Referring potential victims to government services	Yes
Supporting victims via NGO	Yes
Supporting investigations by relevant authorities	Yes
Other	-

Demonstrating progress (optional)

We asked the organisation how its statement demonstrates progress over time in addressing modern slavery risks. They provided the following answer:

WE have Audits and KPIs in place



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