



- CCTV systems • Command & control centres • Integrated security solutions • Audio & video door entry systems • Concierge systems
- Public address systems • IRS - MATV systems • Access control systems • Electrical services • Fire detection systems • SIP solutions
- Smart living solutions • Warden call systems • Managed network services • Intruder alarm systems • Security doors & screens

Modern Slavery Statement

Introduction

Slavery and human trafficking has no place in the modern world, and OpenView have a zero tolerance approach. This statement sets out OpenViews actions to all modern slavery risks related to our business and our supply chain.

Organisation structure and supply chains

OpenView is an independent company specialising in a comprehensive range of services including specialist network skills with IP convergence. We deliver complete turnkey solutions, including the design, installation and maintenance of the latest, fully compliant security, fire, IT infrastructure and electrical services and solutions. OpenView has 10 offices within the UK and a turnover of £53million.

Our employees are employed on permanent contracts, all right to works and residencies are conducted and where appropriate DBS's and employment history checks are undertaken.

Policies in relation to slavery and human trafficking

Our Modern Slavery & Human Trafficking Policy reflects our commitment to ensuring that there is no modern slavery or human trafficking in our business or supply chains, to this end Paul Bullen, Director responsible for HR, has overall responsibility.

Due diligence

- We encourage the reporting of concerns and protected whistle-blowers under OSSL's Business Conduct Policy.
- We develop long term relationships and understanding of our supply chain.
- We communicate with our suppliers to ensure that they meet or exceed our own employment terms.
- Where possible we use UK suppliers who also have a Modern Slavery commitment and Policy in place
- The OSSL HSQE Department is responsible for the inspections of sites operated by OSSL to ensure working conditions and employees are employed in a fair, equitable and compliant way.

Risk assessment and management

There are no activities that are considered to be a high risk of slavery and human trafficking. Through the supplier/ procurement code of conduct, the company will ensure that all suppliers also adhere to the Modern Slavery Act 2015 via reviews.

Key performance indicators to measure effectiveness of steps being taken

We undertake the following key performance indicators to ensure that slavery and human trafficking is not taking place in our supply chain or the business;

- Monitoring of labour and payroll systems and adherence to minimum wage legislation
- Continue to review our supply chains to ensure compliance with the Modern Slavery Act 2015.

Training on modern slavery and trafficking

To ensure a high level of understanding, Directors and employees receive training on the risks of modern slavery and human trafficking in our business and supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

For and on behalf of OpenView Security Solutions Limited



Mr Paul Bullen
Director in Charge of Policies

Dated: 15 October 2019