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Approved By	Keir Jones, Group Operations Director
Author / Review By	Jason Misters, Group SHEQ Manager
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Organisation Structure, Business and Supply Chains

Evolution (Electronic Security Systems) Ltd is a premier fire and security systems integrator. We are a primary UK subsidiary of Evolution Europe Ltd (the Parent Company).

This statement covers the steps taken by the organisation and the wider Evolution Group to prevent modern slavery within our business and supply chains. The group entities covered by these procedures include:

- **UK & Ireland:** Evolution (Electronic Security Systems) Ltd, Evolution (Electronic Security Systems) Ireland Ltd, Evolution Risk & Design Ltd, Evolution Professional Services Ltd, and Evolution Life Safety Systems Ltd.
- **International:** Evolution entities in the Netherlands, Norway, Italy, and the USA.

Our Supply Chain: We procure high-grade security technology (CCTV, Access Control) and specialised site labour. We recognise that our multi-national operations require a coordinated approach to due diligence across all territories.

Policies in Relation to Slavery and Human Trafficking

Our Modern Slavery & Human Trafficking Policy is fully integrated into our Group Integrated Management System (IMS). We operate with a moral obligation to ensure all purchases are from reputable organisations in likeminded nations.

Due Diligence Processes

We reinforce due diligence throughout the supply chain by:

- **Supplier Audits:** Auditing approved suppliers to ensure they are reviewing their own sub-tier suppliers.
- **Performance Reporting:** Using due diligence as a management tool to improve long-term social and environmental performance.

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Risk Assessment and Management

We have identified the following as higher-risk areas within our business and supply chains:

- **Global Logistics:** The movement of electronic hardware across international borders.
- **Subcontracted Labour:** Site-based installation teams operating in various jurisdictions.
- **Mitigation Steps:** We apply consistent SHEQ standards across all regions to assess, manage, and mitigate these risks effectively.

Effectiveness and Performance Indicators

To measure our effectiveness in ensuring that slavery is not taking place, we monitor specific KPIs:

- **Audit Completion:** The percentage of high-risk suppliers successfully audited via our IMS processes.
- **Reporting Transparency:** Monitoring the number of issues flagged to management or the **Modern Slavery Helpline (0800 0121 700)**.
- **Sanctions:** We maintain the right to reconsider commercial relationships if suppliers fail to address identified issues.

Training and Capacity Building

We ensure our staff are trained to be "vigilant" for signs of modern slavery. Training and capacity building are provided to employees to ensure they know how to flag potential issues to management and utilise external guidance from the Modern Slavery Helpline.

Publication and Board Approval

In line with Section 54, this statement has been approved by the Board of Directors of Evolution (Electronic Security Systems) Ltd and Evolution Europe Ltd. It is published on the UK websites of all organisations covered by this statement.

Signed:

Keir Jones

Keir Jones
Group Operations Director

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