Modern Slavery Statement

Introduction and Organisation Structure

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps taken by the VPS Group during the financial year ended 31 March 2026 to prevent slavery and human trafficking within our business and supply chains.

This statement is issued by VPS (UK) Limited on behalf of its UK subsidiaries (including but not limited to VPS Site Security Limited, M&R Solutions Limited, Durus Security Limited, VPS Guardians Limited, Davis Site Security Limited and VPSitex NI Limited) and in its capacity as the parent company of the subsidiaries in the UK part of the VPS Group (together, the **VPS Group**).

This statement is also made on behalf of the parent company of VPS (UK) Limited and the other UK companies within the VPS Group, including Vacant Property Security Limited, VPS Holdings Limited, Tyrion Security Bidco Limited, Tyrion Security Midco Limited, Tyrion Security Debtco Limited, and Tyrion Security Topco Limited.

The VPS Group maintains a zero-tolerance approach to modern slavery and human trafficking and is committed to conducting business ethically, responsibly and with integrity. We recognise the importance of effective governance, robust controls and continuous vigilance in helping to prevent modern slavery in all areas of our operations.

Modern slavery, including forced labour and human trafficking (together referred to in this statement as "**Modern Slavery**"), remains a significant global challenge affecting organisations across all sectors. We are committed to playing our part in addressing these risks through ongoing assessment, due diligence and engagement with our employees, suppliers and business partners.

Our Business and Supply Chains

The VPS Group is a specialist provider of property security and management solutions. Through a range of services including vacant property protection, security solutions, inspection services and property maintenance, we support customers across multiple sectors and geographies.

Our supply chain includes providers of security services, property maintenance services, facilities-related services, equipment manufacturers and distributors, technology providers and other professional service businesses.

We recognise that Modern Slavery risks can evolve over time and differ across industries, regions and supply chains. As a result, we regularly review our approach to identifying and mitigating these risks to ensure our controls remain effective and proportionate.

We maintain systems and controls designed to identify, prevent and address the risk of Modern Slavery within our supply chains and expect all suppliers to operate in a manner consistent with our ethical standards and values.

Our Policies in Relation to Modern Slavery

Our approach to preventing Modern Slavery is supported by a framework of policies and procedures designed to support our efforts to mitigate Modern Slavery across our business activities, including the following:

- Modern Slavery Policy – This policy outlines our stance on Modern Slavery and reflects our commitment to conducting all business relationships ethically and with integrity. It also provides

guidance on identifying potential instances of Modern Slavery and the process for reporting concerns.

- Whistleblowing Policy – We maintain a whistleblowing policy to ensure that all employees are aware they can report concerns about practices within our business or supply chain without fear of retaliation.

- Recruitment Procedures – We enforce robust recruitment procedures, including eligibility to work in the UK checks for all employees, to safeguard against human trafficking. We also ensure that all employees are paid at least the national legal standards and are provided with a safe and hygienic working environment.

Managing Modern Slavery Risk in Our Supply Chain

The VPS Group adopts a risk-based approach to supplier due diligence and supplier management. We seek to understand the nature of our supply chain and identify areas where there may be an elevated risk of Modern Slavery. Where appropriate, we undertake due diligence and engage with suppliers to understand the measures they have implemented to prevent Modern Slavery within their own operations and supply chains, including:

- Conducting thorough checks on our suppliers through a robust procurement supplier due diligence and risk-based audit process.

- Ensuring that our contracts with suppliers and subcontractors contain appropriate obligations to ensure compliance with legal requirements regarding Modern Slavery including our Supplier Code of Conduct which sets out the standards and expectations that apply to suppliers working with the VPS Group. This includes requirements relating to fair labour practices, ethical treatment of workers and compliance with applicable laws and regulations, including those relating to Modern Slavery.

- Retaining the right to audit compliance and taking appropriate actions if we receive allegations of Modern Slavery or identify breaches of these obligations.

Steps Taken

As part of our wider risk management framework, we maintained and monitored measures designed to support compliance with Modern Slavery legislation and reduce Modern Slavery risk across our operations and supply chains. These measures included:

- Continuing to utilise risk assessment processes to identify key categories of procurement spend that may have a higher exposure to Modern Slavery.

- Leveraging a range of information sources, including the International Labour Organisation, to help identify potential Modern Slavery risk areas.

- Issuing our suppliers with the VPS Supplier Code of Conduct, which outlines the standards expected throughout our supply chain, including requirements relating to ethical labour practices and the prevention of Modern Slavery.

- Reviewing and refining of our risk-based supplier audit processes, including those for manned guarding sub-contractors and facilities maintenance providers.

- Actively participating in a variety of customer led audit and assessment programmes including those addressing Modern Slavery matters, enabling us to benchmark our processes and identify opportunities for continuous improvement.

- Ceasing to engage or otherwise work with any subcontractor or supplier where there are concerns regarding Modern Slavery, whether temporarily until such concerns are resolved to our satisfaction, or permanently.

- Publishing the VPS Group's second Impact Report, which included a focus on the 'social' initiatives and strategies in place at VPS Group to ensure the continued support and wellbeing of its colleagues and the wider communities and supply chains of the group.

- Continuing to enforce robust processes to ensure employees have the right to work and ensuring appropriate working patterns are implemented (as required under the Working Time Regulations and other current legislation).

- Maintaining policies and reporting mechanisms that enable concerns relating to Modern Slavery to be raised and investigated appropriately.

Effectiveness and Key Performance Indicators

We assess the effectiveness of our approach to managing Modern Slavery risk through a combination of governance, monitoring and awareness activities.

Key indicators include:

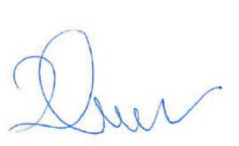
- Employee awareness of Modern Slavery risks and reporting obligations.
- Completion of relevant training and awareness activities.
- Supplier engagement and adherence to the standards set out in our Supplier Code of Conduct.
- Investigation and resolution of any concerns raised through whistleblowing or other reporting channels.
- Ongoing review of supplier due diligence and audit processes.

These measures help us evaluate whether our controls remain effective and identify opportunities for further improvement.

Looking Ahead

The VPS Group remains committed to preventing Modern Slavery and maintaining high standards of ethical conduct throughout its operations and supply chains.

During the coming year, we will continue to monitor potential areas of risk, review the effectiveness of our policies and controls, and engage with employees, suppliers and business partners in support of our commitment to combating Modern Slavery.



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Lee Newman
Group Chief Executive Officer and Director
VPS Group