

## Ethical Supplier and Sub-Contractor Partnership Policy

### Scope of the Business

This policy covers the scope of all Group Solutions Limited Companies (Kings) including:

- Kings Security Systems Ltd T/A Kings Secure Technologies
- Kings Guarding Solutions Ltd
- East Fire Extinguishers & Alarms UK Ltd T/A E-fire
- Silver UK Ltd T/A Silver Group
- Cougar Monitoring Ltd
- Quidvis Ltd

### Introduction

This policy outlines the principles and procedures governing the relationship between our company and its suppliers and sub-contractors. It aims to ensure that all engagements uphold the highest standards of ethical conduct, compliance with legal requirements, and adherence to our ethical purchasing and sustainability principles.

### Responsibilities

The Compliance Team alongside the Purchasing Department is responsible for overseeing the compliance of new and existing suppliers and sub-contractors. This includes:

- Conducting due diligence checks to ensure adherence to applicable laws and regulations.
- Approving suppliers and sub-contractors based on satisfactory responses to the Approved Supplier Questionnaire.
- Monitoring ongoing compliance with insurance, health and safety, environmental, and ethical purchasing requirements.

### Approval Process

Suppliers and sub-contractors must complete the Approved Supplier Questionnaire as part of the vetting process. Approval will only be granted if the responses demonstrate compliance with our own standards, including:

- Legal and regulatory requirements.
- Ethical purchasing practices.
- Environmental and sustainability commitments.

A Non-Disclosure Agreement shall also be sent to all business critical new suppliers or suppliers of confidential materials. This must be signed before any confidential information is disclosed, including before quoting for goods or services if applicable.

The applicant shall be approved if one of the following criteria is applicable:-

- A supplier holding current certification by an accredited third party certification body.
- A supplier has a history of acceptable supply to our company, with trading history in excess of twelve months.
- Specification of the supplier by the customer.
- The supplying by a supplier of off-the-shelf proprietary items manufactured to an agreed specification whose essential compliance characteristics can be verified at goods inwards.
- The order is a 'one-off' of non-critical items

### Due Diligence Requirements

To ensure compliance with legal and ethical standards, the following due diligence checks will be carried out on all suppliers and sub-contractors:

- Verification of product and/or public liability insurance with a minimum coverage of £5 million, however if the insurance is lower a risk assessment will be carried out and the product being supplied will be considered.
- Review of health and safety policies and arrangements to confirm compliance with legal requirements.
- Assessment of financial stability and reputation.
- Evaluation of environmental management practices, such as adherence to ISO 14001 standards or equivalent.
- For any software or cloud based services to be introduced to our network infrastructure, the IT Team will carry out a sufficient risk assessment to ensure that Information Security controls have been fully assessed.
- Where Security Guarding services are included an ACS Certificate will also be a requirement, where this is not in place then the company shall follow the ACS Scheme rules.

### Ethical Purchasing and Sustainability Requirements

Our ethical objective is to ensure that people in the supply-chain are treated with respect and have rights with regard to employment including the rights to freely choose employment, freedom of association, payment of a living wage, working hours that comply with national laws, equal opportunities, recognised employment relationship, freedom from intimidation and to a safe and healthy working environment

### Ethical Supplier and Sub-Contractor Partnership Policy

All suppliers and sub-contractors must align with our own ethical purchasing and sustainability principles additionally which include:

- Ensuring fair treatment of employees, including compliance with labour laws and promoting safe working conditions.
- Avoiding the use of child labour or forced labour in the supply chain.
- Minimising environmental impact by adopting sustainable practices, such as:
- Reducing carbon emissions and energy usage.
- Implementing waste reduction and recycling initiatives.
- Sourcing materials responsibly, prioritising renewable or recyclable resources.
- Demonstrating a commitment to continuous improvement in environmental performance.
- Upholding transparency and honesty in all business dealings.
- Respecting intellectual property rights.

### Monitoring and Review

The company will conduct periodic reviews of suppliers and sub-contractors to ensure continued compliance with this policy. The Compliance Team will:

- Request updated documentation, such as insurance certificates, health and safety policies, and environmental certifications.
- Conduct on-site audits or inspections where appropriate.
- Address any non-compliance issues through corrective action plans.
- Where Guarding related services are part of the supplied services, sub-contractors will be subject to an ongoing monitoring process including management review meetings and KPIs being set. All documentation is maintained by the Relevant business unit

### Termination of Relationship

The company reserves the right to terminate relationships with suppliers or sub-contractors who fail to comply with the requirements of this policy. Reasons for termination may include:

- Inadequate insurance coverage.
- Failure to meet health and safety standards.
- Breaches of ethical purchasing or sustainability principles.

### Policy Communication

This policy shall be made available to all suppliers and sub-contractors at the outset of the relationship and made available at all times after. Suppliers and sub-contractors must ensure their understanding and agreement to comply with the policy.

### Review of Policy

This policy will be reviewed annually by the Compliance Team to ensure its effectiveness and relevance to legal, ethical, and operational standards.

By implementing this policy, the company seeks to foster transparent, responsible, and mutually beneficial relationships with its suppliers and sub-contractors while ensuring compliance with legal, ethical, and sustainability obligations.



**Bob Forsyth**  
Chief Executive Officer