



1st Alliance Services Limited is a UK-registered security services provider delivering manned guarding and related security officer services to public and private sector clients. The organisation operates solely within the United Kingdom and delivers services directly to clients without reliance on complex international supply chains. Where third parties are used, these are limited to UK-based labour providers, training providers, uniform suppliers, and professional support services. The organisation does not form part of a wider group structure and has no parent or subsidiary companies.

1st Alliance Services Limited is committed to preventing modern slavery, forced labour, and human trafficking in all its business activities and supply chains. The organisation operates a zero-tolerance approach to modern slavery and expects the same standards from any suppliers or partners engaged in service delivery. This commitment is embedded within company policies, including recruitment and vetting procedures, supplier engagement standards, and workforce management practices.

Due diligence processes are proportionate to the size and nature of the organisation. All directly employed staff are subject to right-to-work checks, identity verification, and role-appropriate vetting prior to engagement. Employment terms are issued in writing, pay is processed transparently through PAYE, and workers are free to terminate employment in line with contractual notice provisions. Where subcontractors or suppliers are engaged, they are required to confirm compliance with UK employment law and modern slavery legislation as a condition of engagement.

The organisation recognises that the primary areas of potential risk within the security sector relate to labour exploitation, unfair recruitment practices, and poor employment conditions within extended labour supply chains. These risks are managed through direct employment wherever possible, controlled use of vetted UK suppliers, avoidance of high-risk overseas sourcing, and ongoing management oversight of workforce practices. Any concerns raised by staff or third parties are investigated promptly and escalated in line with internal governance procedures.

Effectiveness in preventing modern slavery is monitored through operational and compliance controls rather than volume-based metrics. These include audit checks on right-to-work compliance, monitoring of payroll and working hours, supervisory engagement with frontline staff, and review of supplier assurances. No instances of modern slavery or human trafficking have been identified within the organisation's operations or supply chains to date. Where weaknesses or risks are identified, corrective actions are implemented without delay.

Training and awareness form part of the organisation's broader compliance and safeguarding approach. Management staff responsible for recruitment, supervision, and contract delivery receive guidance on identifying indicators of modern slavery and labour exploitation. All staff are informed of their rights, pay arrangements, and routes for raising concerns, including confidential escalation to senior management. Training content is refreshed as required to reflect changes in legislation or sector guidance.

This statement reflects the steps taken by 1st Alliance Services Limited to prevent modern slavery and human trafficking and applies to all operations and supply chains associated with the organisation. It has been approved by senior management and will be reviewed periodically to ensure it remains appropriate and effective.

A handwritten signature in black ink that reads 'Rana Ali'.

Rana Ali
Managing Director