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## **Slavery and Human Trafficking Statement**

Slavery and Human Trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Acting with integrity and following our Company Values are integral part of our ethos.

### **Our Business**

The Brink's Company was founded in 1859 and is a premier provider of secure logistics and security solutions. Our customers include financial institutions, retailers, government agencies (including central banks), mints, jewellers and other commercial operations around the world. The Brink's global network serves customers in more than 100 countries and our operations include approximately 1,300 facilities and 16,300 vehicles.

Brink's UK is a medium sized company, employing on average 150 employees, the majority of whom are based at our main offices located near London Heathrow Airport, as well as small operations in Central London and in Brimsdown, North London.

### **Our Commitment**

The Company is committed to ensuring that there is no modern slavery in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships. We are taking reasonable steps and endeavour to ensure any form of modern slavery does not take place in any business or organisation that has any sort of a business relationship with our Company.

All new customers and contractors are required to go undergo pre-screening to ascertain that there are no sanctions, negative publicity or criminal activity on record. These checks will be undertaken locally and where appropriate, by our global team and may also include health and safety compliance, a check on company performance, including suitable references from other customers.

To date, we have not been made aware of any modern slavery activities within the supply chain, but if any were highlighted to us, we would act immediately in accordance with our legal and moral obligations.

The company considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### **Due Diligence Processes**

The Company has zero tolerance to modern slavery and human trafficking. We expect all those in our supply chain and contractors to hold similar values.

In line with UK legislation, all entities we hold a business relationship with and who have a turnover in excess of £36m are expected to have suitable anti-slavery and human trafficking policies and processes in place.

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In accordance with legislation, we take specific steps to ensure that modern slavery is not taking place. These include, undertaking labour monitoring, right to work documentation, payroll audits and the use of action plans to address risk to modern slavery.

As part of our initiative to identify and mitigate risk the Company has in place systems to encourage the reporting of concerns and the protection of whistle-blowers.

### **Policies**

Alongside this statement on modern slavery, the Company has other policies in place which reiterate the behaviour and standards expected from our employees.

These include:

- Code of Ethics
- Global Anticorruption Policy
- Equal Opportunities and Diversity

### **Training**

The management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly.

All employees receive an induction into the business where our policies, procedures and expectations are outlined.

Information materials are made available within our workplaces to highlight awareness of modern slavery and provide insight into what to look out for.

### **Covid-19**

We understand that some individuals may be more vulnerable to modern slavery during the coronavirus pandemic. Brink's has communicated regularly with employees throughout the pandemic regarding our approach to ensuring a Covid-19 secure workplace and the support available. Our employees and their families have free 24/7 access to our Employee Assistance Programme which provides advice and assistance in a vast range of topics.

### **Reporting suspicions of slavery**

Employees can report any suspicions of slavery through the Company's 24/7 Ethics Hotline and can choose to remain anonymous when doing so on:

- Phone: + 1 804-289-9611 (from outside the US)
- Online: <https://brinkshotline.ethicspoint.com/>

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement.

### **Signature**

Signed:



Date:

28 April 2022

Name: Mark Woolley  
Position: Managing Director, Brinks UK