



PSS Group of Companies (PSSG) Modern Slavery and Human Trafficking Statement – Financial Year ending 31 March 2026

Entities covered: Guarding UK Ltd (GUK), Property Support Services Ltd (PSS), and Reception UK (RUK, a division of GUK).

Purpose of this Statement

This annual statement is published in accordance with Section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015 and sets out the actions taken by PSSG during FY2025/26 to prevent modern slavery and human trafficking in our operations and supply chains. It has been approved and signed by relevant directors, and will be published on our websites with a clear link from the homepages.

Detailed procedures, definitions, escalation routes, and internal controls are contained in the PSSG Anti-Slavery and Human Trafficking Policy and related IMS procedures. This Statement summarises actions and outcomes from the reporting year.

1) Organisation Structure, Business and Supply Chains

PSSG comprises GUK (security guarding, mobile patrols, key holding, security technology, and CCTV installation/monitoring), PSS (commercial cleaning and building maintenance), and RUK (reception/concierge services). We operate nationally across the UK, employing over 2,000 people throughout the group at head offices and client sites. PSSG engages vetted and approved subcontractors to support service delivery.

Turnover threshold: PSSG meets the Section 54 turnover threshold and is therefore required to publish an annual modern slavery statement.

2) Policies and Governance in Relation to Modern Slavery

We maintain an integrated suite of policies that underpin our controls, including: Anti-Slavery & Human Trafficking Policy, Recruitment & Selection Policy, Whistleblowing Policy, Business Code of Conduct, Supplier/Support Company Policy, and the Employee Handbook. Policies are reviewed at least annually and accessible via staff portals.

Our Board retains overall accountability. Operational ownership sits with the Compliance function and business unit leaders.

3) Risk Assessment and Management (Focus Areas in FY2025/26)

We continued a risk-based approach, prioritising areas where sectoral risks are higher (e.g., contracted labour, recruitment channels, subcontracted security and cleaning, and technology/consumables supply). Key activities this year included supply chain risk

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Approved by: Managing Director / CEO	Date Approved May 26	Revision No. 2



mapping of tier-1 vendors and labour providers; right-to-work and identity verification embedded in onboarding with random sampling; and review of any overseas sourcing related to equipment/consumables.

4) Due Diligence Processes in Business and Supply Chains

This year we strengthened and applied due diligence processes to prevent, detect and respond to potential modern slavery: supplier onboarding overseen by Compliance requiring evidence of wage practices, NI payments, insurances, and for security labour providers, SIA Approved Contractor status and BSI PAS Code of Practice 119 compliance where applicable; contractual clauses prohibiting forced/compulsory labour and trafficking, with audit rights and termination triggers for breach; and whistleblowing and incident reporting available to all workers and suppliers with non-retaliation commitments.

5) Training and Awareness

All staff complete mandatory training on modern slavery and human trafficking, with refreshers on a scheduled cycle. Additional training is provided to managers and Compliance. We emphasise awareness of risk indicators, appropriate escalation, and safeguarding.

6) Effectiveness: Monitoring, and Outcomes (FY2025/26)

The Group continued to operate and refine its governance, training and supplier-assurance frameworks throughout the reporting period. Mandatory training and management development programs remained in place, with oversight mechanisms used to identify and address areas requiring improvement. Supply-chain onboarding and labour-provider verification controls were applied to new engagements. Concerns raised through internal reporting channels were assessed in line with established procedures, and no confirmed instances of modern slavery were identified within the Group's direct operations or tier-1 supply chain.

The Group continues to review the appropriateness of its controls and reporting metrics to ensure they remain proportionate to risk and reflective of operational activity.

Continuous Improvement Priorities for FY2026/27

- Extend sampling/audit to selected tier-2 suppliers in higher-risk categories.
- Embed case-study reporting in future statements to evidence practical outcomes.
- Enhance KPI set to include time-to-close corrective actions and supplier training coverage.

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Approval and Publication

This Statement relates to the financial year ending 31 March 2026 and will be reviewed annually. It was approved by the Board of PSS Group of Companies and signed as follows:

Property Support Services Ltd (PSS)

Name: Mike Jones

Role: Managing Director

Signature: 

Date: 01/05/2026

Publication: <https://pssgroup.net>
(homepage link to statement)

Guarding UK Ltd (GUK)

Name: Michelle Smith

Role: Chief Executive Officer

Signature: 

Date: 01/05/2026

Publication: <https://www.guk.co.uk>
(homepage link to statement)

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