

26th October 2023



Fire Protection Inspections Ltd
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Version: 1.0

Anti-Slavery and Human Trafficking Policy

Fire Protection Inspections Ltd An independent company based in London and working nationwide, dedicated to ensuring compliance in active and passive fire installations.

Statement of Intent

Modern slavery is a crime and a violation of an individual's fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Fire Protection Inspections Ltd has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within the business, consistent with our obligations under the Modern Slavery Act 2015.

Identifying and Managing Risk

Fire Protection Inspections Ltd recognizes the importance of identifying the parts of our business and supply chains where there is a risk of slavery and human trafficking taking place. To this end, we have implemented the following steps to assess and manage these risks:

- **Risk Assessment:** Conduct regular risk assessments of our business operations and supply chains to identify areas where there is a heightened risk of modern slavery. This includes reviewing the nature of our supply chains, geographical locations, and the types of services and goods provided.
- **Training and Awareness:** Provide training to employees, particularly those involved in hiring labour and supplier management; to raise awareness about modern slavery risks and to ensure they are equipped to identify and report potential issues.
- **Reporting Mechanisms:** Establish clear reporting mechanisms for employees and stakeholders to report any concerns or suspicions regarding modern slavery. All reports will be thoroughly investigated, and appropriate action will be taken.

Policy Aims

To ensure effective implementation of this policy we will:

- Avoid any activity that might lead to, or suggest, a breach of this policy.
- Encourage employees to report as soon as possible any breaches to the Managing Director where they know or suspect any instance of modern slavery is occurring.

Fire Protection Inspections Ltd's management will review this policy annually, or following a major operational or organizational change, and establish objectives that are consistent with Fire Protection Inspections Ltd's strategy. This policy will be communicated to all our employees and organizations working on our behalf, displayed at our offices, and made available to third parties upon request.

Subcontractor Document Relation to Modern Slavery

All subcontractors engaged by Fire Protection Inspections Ltd are required to adhere to our Anti-Slavery and Human Trafficking Policy. The following measures have been incorporated into our subcontractor agreements:

- **Compliance Agreement:** Subcontractors must sign a compliance agreement confirming their commitment to adhere to the Modern Slavery Act 2015 and to our Anti-Slavery and Human Trafficking Policy.
- **Risk Assessment and Monitoring:** Subcontractors are required to conduct their own risk assessments regarding modern slavery and report their findings to Fire Protection Inspections Ltd. They must also agree to regular monitoring and audits conducted by our team or authorized third-party auditors.
- **Training and Communication:** Subcontractors must provide evidence of training programs for their employees regarding the identification and prevention of modern slavery. They are also required to communicate our policy to their employees and downstream suppliers.
- **Corrective Actions:** In the event that a subcontractor is found to be in violation of our policy, they must take immediate corrective actions to address the issue. Continued non-compliance will result in the termination of the subcontractor agreement.

By integrating these measures, Fire Protection Inspections Ltd aims to uphold the highest standards of ethical conduct and to contribute to the global fight against modern slavery and human trafficking.

Approved By:

Name: Richard Cowdell

Title: Managing Director

Date: 01.01.2025

