

# Modern Slavery & Human Trafficking Statement

## Policy Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and is supported by the board and approved by the Managing Director.

This statement covers our financial year which ended on the 31<sup>st</sup> December 2023.

This policy is communicated and available both internally and externally.

## Introduction

Our Company is committed to conducting all aspects of its business in an ethical and transparent manner.

Protec Fire and Security Group are one of the largest leading Fire Detection and Security companies in the UK. Established in 1968, our reputation has been built on its integrity and ability to meet the needs of a large range of clients.

In general, our operations -

- Head Office is based in the UK, along with its Regional Offices.
- Turnover in excess of £100 million.
- Sales Offices / Agents are based worldwide.
- Directly employing circa 1000 employees with numerous sub-contractors and suppliers linked to its activities.
- Supply chain is based worldwide, with the majority of our products assembled here at our Head Office facility.

## Supporting Policies / Statements

In addition to this policy

- Bribery Act & Code of Ethics Policy
- Security Screening & DBS Policy.
- Recruitment Policy.
- Equal Opportunities.
- Recruitment Policy.
- Disciplinary, Capability & Grievance Policy
- Whistleblowing.
- Supply Chain Management.

## Due Diligence

We will ensure that our policies and procedures are robust, transparent and promote ethical business practices. We shall continue to work with our clients, sub-contractors and suppliers to eliminate any activity that is connected to modern slavery or human trafficking with an aim to create an environment which does not tolerate these practices.

We will not support or deal with any business knowingly involved with in slavery or human trafficking.

In doing so we aim to follow the guiding principles as set out by the ILO/UN.

- We have vetting processes in place for sub-contractors and suppliers.
- We have written into our supply chain agreements that they shall abide and commit to the principles of the Ethical Trading Agreement – ETI Base code.
- We utilise our Management Systems that are certified to ISO 9001, 14001, 45001 and as such audited externally on our procurement processes.

## Mitigating Risk

- Our key focus areas are suppliers and sub-contractors.
- Our employees and suppliers are paid via bank transfer, we do not support payments to third party bank accounts, thus minimising the risk of forced labour.
- Employees are vetted for right to work where they are employed.
- We operate a vetting process for suppliers and sub-contractors and as such our business utilises those who have long standing relationships and performance delivery abilities.
- We also implement the right to audit our supply chain, hoping to encourage and engage with our supply chain ensuring compliance.
- We shall train and educate our workforce and focus on those who shall have a real impact on spotting the signs of modern slavery and thereby driving change.

## Summary / evaluation

We have not encountered or been made aware of any concerns / infringements relating to this policy whilst undertaking our activities at any time. The Managing Director, Company Directors and senior management continue to take full responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the company and its supply chain.



Mr. James O'Dwyer

CEO

Reviewed 04<sup>th</sup> January 2024