

## Modern Slavery Policy and Statement

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### Organisation

Churchesfire Security Ltd operates a service of both maintenance and installation of fire protection equipment throughout the UK. This Policy applies to Churches Fire Security Ltd.

### Organisation Structure

Churchesfire operates across the United Kingdom, all support functions operate out of one location on the South Coast of England. The business services and maintains fire security systems for a national base of customers. The labour supplied to Churchesfire in pursuance of its operation is carried out, in equal spread, across all regions in the United Kingdom.

### Definition

Churchesfire 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 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

### Commitment

Churchesfire acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Churchesfire understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Churchesfire does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Churchesfire in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

### Supply Chain

The products Churchesfire uses in the course of our duties are sourced from UK distribution companies who have been vetted through our on-boarding of supplier process. Each supplier of product and/or services (such as any sub-contractors) are requested to have in place a policy and understanding of issues surrounding anti-slavery and human trafficking and how to help tackle this global problem.

We undertake all reasonable and practical steps, to ensure that our standards are being implemented throughout the businesses of our suppliers and that legislation and regulations are complied with. We will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately. We will only trade with those who fully comply with this policy or those who are taking verifiable steps towards compliance.

### Potential Exposure

In general Churchesfire considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business or the business of any organisation that supplies goods and/or services to it.

### Considerations

We carry out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chain, including regular reviews of the controls of suppliers. We have not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Churches Fire Security Ltd has taken the following steps to ensure that modern slavery is not taking place:

- Conduct a questionnaire regarding Modern Slavery with all new vendors on agree Terms of Business
- Implemented measures including annual review of all vendors and their modern slavery statements

### Policies and statements

The information contained in this Policy should be considered as a slavery and human trafficking statement for Churchesfire. Other related policies may include, but are not limited to Recruitment Policy, Safe Guarding and Employee Vetting Policy and Corporate Social Responsibility Policy.

### Training

All employees of Churchesfire receive training during their Company Induction on what Modern Slavery is, what Churchesfire do to audit and prevent any slavery within our own business and our supply chain and what to do should they suspect any modern slavery.

### Key Performance Indicators

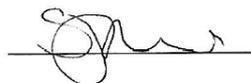
We have set the following Key Performance Indicators to measure our effectiveness in ensuring modern slavery is not taking place in Churchesfire or our supply chain. We use an ERP system to measure all KPIs

- All vendors complete a questionnaire on setup, 100% of the time
- 100% of vendors, in place before this policy, retrospectively complete questionnaire
- 100% of vendors, if applicable, produce their modern slavery statement to be stored on secure Vendor Card on ERP system

This statement has been made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and is approved by our Board of Directors, who will review and update it each financial year.

Executive Name Sue Jones

Executive Signature



Executive Job Title Operations Director

Author: Laura Hardy

Effective Date: 21<sup>st</sup> January 2019

Next Review Date: 20<sup>th</sup> January 2020