

# Modern Slavery Policy and Statement

Table of changes

Date	Author	Summary of change
22/02/2024	HR	Addition of how to report any concerns regarding non-compliance. Signed by new Head of HR.
17/10/2024	CARBOO	Logo Updated
03/02/2025	HR	Yearly review of policy. Grammar and spelling

## Organisation

Churches Fire & Security Ltd operates a service of both installation and maintenance of fire protection equipment throughout the UK and overseas This Policy applies to all businesses under the Churches group.

## Organisation Structure

Churches Fire & Security Ltd operates across the United Kingdom, all support functions operate out of one main office location on the South Coast of England and several ariel offices across the UK. The business services and maintains fire and security systems for a national base of customers. The labour supplied to Churches Fire & Security Ltd in pursuance of its operation is carried out, in equal spread, across all regions in the United Kingdom.

## Definition

Churches Fire & Security Ltd 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

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

Churches Fire & Security Ltd are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Churches Fire & Security Ltd 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 Churches Fire & Security Ltd 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 Churches Fire & Security Ltd uses in the course of our duties are sourced from UK distribution companies who have been vetted through our on-boarding of supplier process. Suppliers of services, (such as any sub-contractors) are asked if they comply with the Modern Slavery Act 2015 and are requested to provide a policy or process that they have in place showing that they understand the 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 Churches Fire & Security Ltd 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:

- The implementation of efficient HR, recruitment and employment policies and procedures which comply with UK law.
- Lead by example by conducting thorough security screening on all employees and appropriate checks on recruitment agencies and suppliers to ensure we know who is working for us.
- Operate an open and transparent Grievance Policy and Procedure for all employees of the business.
- Implemented measures including annual review of all vendors and their modern slavery statements.

## Reporting

If you have any concerns regarding any non-compliance with the Modern Slavery Act 2015, you should report your concerns to your line manager. The line manager is required to phone the police if they believe that a crime has been committed in relation to the Modern Slavery Act 2015.

## Policies and statements

The information contained in this Policy should be considered as an anti-slavery and human trafficking statement for Churches Fire & Security Ltd. Other related policies may include, but are not limited to Recruitment Policy, Safeguarding and Employee Vetting Policy and Corporate Social Responsibility Policy.

## Training

All employees of Churches Fire & Security Ltd receive training during their Company Induction on what Modern Slavery is, what Churches Fire & Security Ltd 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.

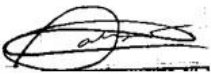
## Key Performance Indicators



We have set the following Key Performance Indicators to measure our effectiveness in ensuring modern slavery is not taking place in Churches Fire & Security Ltd 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: Amy-Jane Calder  
 Executive signature:   
 Executive Job title: Head of HR  
 Effective date: 01<sup>st</sup> February 2024  
 Next review date: 1<sup>st</sup> February 2026

