



# A0102 Modern Slavery Policy

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## 1. Introduction

Fireline Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and other forms of human rights abuse within our operations and supply chain. We take our responsibilities seriously and strive to ensure that neither our staff nor any workers we engage are subject to coercion, exploitation, or abuse.

## 2. Our Operations

Fireline operates throughout the UK, providing fire protection services to commercial and public sector clients. We maintain robust recruitment processes, ensuring that all new employees have the legal right to work in the UK and are recruited through ethical and transparent procedures.

## 3. Training and Awareness

In 2025, Fireline is rolling out training to ensure all employees are aware of the risks and signs of modern slavery. Team members are encouraged to remain vigilant and report any suspicions concerning individuals or businesses we encounter. All reports are handled confidentially and investigated promptly.

## 4. Reporting Concerns

All employees are required to report concerns regarding the following to the Director or Company Secretary without delay:

- Any form of behaviour that deprives an individual of their freedom or property
- Arranging or facilitating travel for exploitation purposes, even with consent
- Forced or compulsory labour through threats, coercion, or deception

## 5. Supplier Due Diligence

In 2025, Fireline is conducting a review of its key suppliers to assess their compliance with modern slavery legislation. We expect our suppliers to demonstrate a zero-tolerance approach to modern slavery and to implement appropriate policies and training. Where concerns are identified, we will work with the supplier to manage risks, but we reserve the right to terminate contracts if satisfactory commitment is not demonstrated.

## 6. Commitment and Compliance

This policy is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Fireline Ltd's modern slavery statement for the financial year ending 2025. The CEO has overall responsibility for ensuring this policy is implemented and reviewed annually to ensure ongoing compliance and effectiveness.