



A-SAFE HQ Ltd

Modern Slavery & Human Trafficking Statement

Policy Owner:

People Director (on behalf of Board of Directors)

Scope:

Global

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1.0 Our organisation and structure

A-SAFE operates internationally, designing, manufacturing and supplying safety barrier solutions. Our operations include manufacturing, distribution, and supporting corporate functions across the UK and overseas, working with a range of suppliers and business partners.

We recognise that modern slavery and human trafficking can occur in many industries and regions, and we are committed to acting responsibly and ethically across our business and supply chains.

2.0 Our commitment

A-SAFE is subject to the requirements of the **Modern Slavery Act 2015** (and equivalent legislation in other jurisdictions where we operate). We are committed to preventing slavery and human trafficking in our own operations and in our supply chains.

We are dedicated to continually developing and improving our processes to reduce the risk of modern slavery, and to acting with integrity in all our business relationships.

3.0 Policies and governance

A-SAFE has implemented a Modern Slavery & Trafficking Policy which reflects our commitment to combating modern slavery. This policy applies to all colleagues working for A-SAFE globally, or on our behalf, including colleagues at all levels, agency workers, and contractors.

The prevention, detection, and reporting of modern slavery is the responsibility of everyone working for or with A-SAFE. The Board of Directors and Senior Management Team have overall responsibility for ensuring compliance with our ethical and legal obligations.

4.0 Due diligence and supply chain management

As part of our standard audit process for new and existing suppliers across our UK operations, our Purchasing Team assesses potential weaknesses in ethical controls. Where concerns are identified, we work with suppliers to address and improve these controls.

We take a collaborative approach with our suppliers and aim to support them in strengthening their practices where possible.

Suppliers are requested to confirm the steps they are taking to prevent modern slavery within their own operations and supply chains. Responses are reviewed, actions are taken where required, and an audit trail is maintained to monitor progress.

To date, no instances of slavery or human trafficking have been reported within A-SAFE or identified within our supply chains.

5.0 Risk assessments and effectiveness

We recognise that certain parts of our supply chain may present a higher risk of modern slavery, particularly where there is reliance on manual labour or sourcing from higher-risk regions.

We measure the effectiveness of our approach through:

- supplier audits and reviews
- supplier declarations and follow-up actions
- colleague training completion rates
- internal reporting and whistleblowing activity

Any issues identified are investigated and addressed appropriately.

6.0 Training and awareness

All new UK colleagues are required to complete online Modern Slavery training, which is refreshed annually. Additional focus is given to colleagues whose roles involve procurement or interaction with suppliers.

Colleagues are encouraged to raise concerns through their manager, the People Team, or via our [Whistleblowing Policy](#). Concerns can also be raised confidentially via email at: askyourpeopleteam@asafe.co.uk.

7.0 Future actions

During 2026 and beyond, A-Safe will:

- Continue annual supplier engagement and ethical compliance audits
- Maintain and enhance colleague training programmes
- Review and refine our risk assessment processes
- Learn from industry best practice to strengthen our approach

We remain committed to continuous improvement in preventing modern slavery.

8.0 Approval

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes A-Safe's Modern Slavery and Human Trafficking Statement for the relevant financial year.

It has been approved by the Board of Directors.

A handwritten signature in black ink, appearing to read "Jeff Little".

Signed:

Name: Jeff Little

Role: People Director

Date: 4th February 2026