



# A-SAFE HQ Ltd

## Modern Slavery & Human Trafficking Statement

**Policy Owner:**  
People Director

<b>1.0</b> <b>Policy</b>
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A-SAFE UK are subject to the requirements of the Modern Slavery Act 2015 (the Act) and we are committed to ensuring that our requirements are met across all areas of our business.

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We are pleased to state our dedication to developing and improving processes throughout our organisation that prevent the use of slavery or human trafficking either in our own company or across our supply chain.

This policy applies to all colleagues working for A-SAFE or on behalf of A-SAFE including colleagues at all levels, agency workers and contractors.

This policy does not give contractual rights to individual colleagues, and we reserve the right to alter any of its terms at any time. The most recent policy will be stored on SharePoint, and it is an individual responsibility to regularly check for the most recently updated policy.

## **2.0 Principles**

A-SAFE has implemented an Anti-slavery and anti-trafficking policy reflecting its commitment to combatting slavery and human trafficking and to acting with integrity in all its dealings, relationships and supply chains. The policy outlines how the company's various procurement and People practices, policies and procedures ensure compliance with its policy commitment.

## **3.0 Responsibility**

The prevention, detection and reporting of modern slavery in any part of A-SAFE or its supply chain is the responsibility of all those working for us or on our behalf.

The Board of Directors and the Senior Management Team have overall responsibility for ensuring this policy complies with A-SAFE's ethical obligations.

## **4.0 Procedure**

### **Developments to date**

As a part of our standard audit process for new and existing suppliers across our UK operations, potential weaknesses in ethical controls are identified by our Purchasing Team and action is taken to address these concerns.

A-SAFE UK take a collaborative approach with our suppliers as we wish to aid them to achieve success in improving ethical controls and in combating modern slavery where it is possible for us to do so.

### **Staff training**

All new UK colleagues are required to undertake online Modern Slavery (UK) training, which is renewed annually. They are encouraged to report any concerns that they may have by email to: [askyourpeopleteam@asafe.co.uk](mailto:askyourpeopleteam@asafe.co.uk). In addition, we have a Whistleblowing Policy which encourages employees to contact the relevant individual or body, if they believe any failure to comply with legal regulations or a criminal offence has been committed.

### **Planned actions for 2025 and beyond**

We will continue with an annual program to contact all existing suppliers and audit their compliance with our ethical standards. We will continue training for colleagues, especially those whose job role enables them to observe the working conditions of our suppliers. We will also take all opportunities to learn from the experience of other organisations to continue to develop best practices across our own operations.

A supplier responsibility code and expectations manual will be rolled out across the business. Suppliers will be requested to confirm the steps they are taking themselves to combat modern slavery and ensure that modern slavery is not taking place in their own supply chain. Responses received will be collated and acted upon as needed. An audit trail will be maintained so that progress can be monitored. So far, no instances of slavery or human trafficking have been reported within our organisation or have come to our attention in any of our supply chains.

## **5.0 Monitoring**

The Board of Directors will monitor the effectiveness and review the implementation of this policy regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible. Internal control systems and procedures will be subject to regular audits to provide assurance that they are effective in countering bribery and corruption.

All colleagues are responsible for the success of this policy and should ensure they use it to disclose any suspected danger or wrongdoing.

Colleagues are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the your manager.