



## **PHOENIX FIRE PROTECTION AND MAINTENANCE LTD**

### **Modern Slavery and Human Trafficking Policy:**

Phoenix Fire Protection and Maintenance is committed to preventing modern slavery and human trafficking in all aspects of our business operations and supply chains. We recognize our responsibility to uphold ethical standards and ensure that slavery and human trafficking have no place in our organization. This Modern Slavery and Human Trafficking Policy outlines our commitment to combatting these practices and the steps we take to mitigate the risk of exploitation.

### **Policy Statement:**

#### **Compliance with Laws:**

We comply with all applicable laws and regulations related to modern slavery and human trafficking, including but not limited to the Modern Slavery Act 2015 in the United Kingdom.

### **Zero Tolerance:**

We have a zero-tolerance approach to modern slavery and human trafficking in our organization and supply chains. We do not tolerate any form of forced labor, child labor, or human trafficking.

### **Risk Assessment:**

We conduct regular risk assessments to identify and evaluate the risk of modern slavery and human trafficking within our business operations and supply chains. This includes assessing the risk associated with our suppliers, contractors, and business partners.

### **Supplier Due Diligence:**

We require all suppliers and contractors to adhere to the same standards of ethical conduct and human rights as outlined in this policy. Prior to engaging with any supplier or contractor, we conduct due diligence to assess their commitment to preventing modern slavery and human trafficking.

### **Supplier Contracts:**

We incorporate anti-slavery and human trafficking clauses into our contracts with suppliers and contractors. These clauses require suppliers to certify that they comply with all applicable laws and regulations related to modern slavery and human trafficking.

**Training and Awareness:**

We provide training and awareness programs to employees involved in procurement, supply chain management, and other relevant functions to raise awareness of modern slavery and human trafficking issues. This training includes identifying signs of exploitation and reporting mechanisms.

**Reporting Mechanisms:**

We encourage all employees, suppliers, and stakeholders to report any concerns or suspicions regarding modern slavery or human trafficking. We have established reporting mechanisms, including anonymous hotlines and email addresses, to facilitate the reporting of such concerns.

**Continuous Improvement:**

We are committed to continuously improving our practices and procedures to prevent modern slavery and human trafficking. We regularly review and update our policies, procedures, and training programs to address emerging risks and best practices.

**Conclusion:**

Phoenix Fire Protection and Maintenance is committed to upholding the highest standards of integrity, transparency, and ethical conduct in all aspects of our business. We recognize that eradicating modern slavery and human trafficking requires ongoing vigilance, collaboration, and commitment from all stakeholders. By implementing this policy and working together with our employees, suppliers, and partners, we aim to contribute to the global effort to end these abhorrent practices.

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Approved by: Director