



Nationwide Service Provider

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# Anti-Slavery & Human Trafficking Policy

## Fire Queen Limited

Head Office: 23 – 37 Broadstone Road, Reddish, Stockport, Cheshire SK5 7AR

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Fire Queen Limited | 23-37 Broadstone Road | Reddish | Stockport | Cheshire | SK5 7AR | Registered in England Company No. 1219302 | Inc The Fire Appliance Company

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## Policy Statement

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour & human trafficking.

The Modern Slavery Act 2015 requires companies with a global turnover in excess of £36 million to publish policy statements. Fire Queen Limited does not fall within this condition, yet it has a zero-tolerance approach to modern slavery & is committed to acting ethically, with integrity & transparency in all of its business dealings & relationships.

The Company expects the same high standards from all of its suppliers & other business partners & expects they in turn hold their own suppliers to the same standards.

Identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many ways.

There is a spectrum of abuse & it is not always clear. E.g., poor working practices & lack of health & safety awareness have become instances of human trafficking, slavery or forced labour in a work environment. In addition, some suppliers may go to great lengths to hide the fact that they are using slave labour.

Fire Queen Limited accepts it has a responsibility, through due diligence, to ensure workers are not being exploited, that they are safe & that relevant employment, health & safety & human rights laws are being adhered to, including freedom of movement & communications.

This policy applies to all individuals working for Fire Queen Limited, or on the Company's behalf, in any capacity, including employees, directors, officers, consultants & business partners.

### Responsibility for this Policy

The Managing Director has overall responsibility for ensuring this policy complies with the Company's legal & ethical obligations & has day-to-day responsibility for monitoring & implementing any controls to ensure it is effective in preventing or remediating the risk of modern slavery. The Managing Director is also responsible for investigating allegations of modern slavery in the Company's business or supply chains.

Senior managers are responsible for ensuring that those reporting to them understand & comply with this policy.

The prevention, detection & reporting of modern slavery in any part of the Company's business or supply chains, whether in the UK or abroad, is the responsibility of all those working for the Company or under the Company's control & are required to avoid any activity which might lead to a breach of this policy.

If you believe or suspect a breach of this policy has occurred or may occur, you must notify a Senior Manager or report it directly to the Managing Director. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of the Company's business or supply chains as soon as possible.

If you are unsure about whether a particular act, the treatment of workers or their working conditions within any of the Company's supply chains constitutes any of the various forms of modern slavery, please also raise this with a Senior Manager; you can also contact the government's Modern Slavery Helpline on 0800 0121 700 for further information & guidance on modern slavery.

Fire Queen Limited aims to encourage openness & will support anyone who raises genuine concerns in good faith, even if they turn out to be mistaken & is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

## Training & Communication

Training on this policy & on the risk that the business faces from modern slavery in its supply chains, will be provided to staff as necessary, so that they may identify exploitation & modern slavery & know how to report suspected cases.

The Company's zero tolerance approach to modern slavery is communicated to suppliers & other business partners when entering into new or renewed contracts.

## Breach of this Policy

Any employee who breaches this policy may face disciplinary action, up to & including dismissal.

The Company may terminate its commercial relationship with suppliers or other business partners if they breach this policy &/or are found to have been involved in modern slavery.

A handwritten signature in black ink, appearing to be "Charles Timony".

Charles Timony  
Managing Director  
On Behalf of Fire Queen Limited