

Human Trafficking and Slavery Policy

Overview

FixFirm Limited acknowledges the provisions of the Modern Slavery Act 2015 and will ensure that all its suppliers of goods and services are completely transparent, fully aware of and actively complying with the requirements of the Act. FixFirm view slavery and human trafficking as hidden blight on our global society. All of us have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Our staff are expected to report concerns and management are expected to act upon them.

Our Supply Chain

Our supply chains include the sourcing of a variety of products and materials globally. We realise that this is a key risk area for these issues and therefore the importance of diligence in working with suppliers to eliminate this risk. Continual evaluation of our supply chain is intrinsic to our operation and the adoption of all relevant and appropriate measures as and when required to maintain all supply standards including the above is paramount. Imported goods from outside the EU are potentially but not solely at higher risk of slavery and human trafficking issues. Management levels for these supply sources are continually monitored. The Company will not trade with or support any business or organisation it believes are involved in such practices.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Processes

As part of our initiative to identify and mitigate risk -

- Where possible we build long standing relationships with local suppliers and tenancy customers and make clear our expectations of business behaviour;
- With regards to national or international supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values. The Directors and Department Managers are responsible for compliance in their respective departments and for their supplier relationships.

Summary

The Company takes full responsibility for implementing this Policy Statement and its objectives.



Craig Houghton
Managing Director