

Anti-Slavery & Human Trafficking Policy

The Modern Slavery Act 2015 requires that every organisation carrying out business in the UK with a total annual turnover of £36m or more will be required to produce a slavery and human trafficking statement for each financial year of the organisation.

At Fixfast, our annual turnover does not yet fall within the mandatory requirements to provide this report.

However, we still have a moral and legal requirement to take whatever steps we can to ensure that there is no vestige of slavery or human trafficking within our supply chain.

During the last financial year April 2022-April 2023, the steps we have taken to monitor this are:

- Within our own direct workforce, we have thorough background checks to ensure that our workers have a legal basis to live and work in the UK, and this is checked on an ongoing basis
- We prohibit forced, bonded or compulsory labour, child labour and modern slavery within our supply chain, ensuring every site meets the national law in applicable territories. We also encourage all suppliers to have policies to prevent Modern Slavery and Human Trafficking that demonstrate a commitment to the Universal Declaration of Human Rights, core International Labour Organisation (ILO) standards and the Ethical Trading Initiative (ETI) Base Code
- We have introduced a new Sustainable Supplier Code of Conduct, Sustainable Procurement Policy and a Supplier Sustainability Assessment, which has been completed by our key suppliers. This process includes measures to identify and mitigate the risk of human rights issues within our supply chain
- If a high-risk supplier is identified through this process, then they will be given corrective actions and will be asked to put a timebound plan in place to improve their Company Risk score
- We have identified that none of our first-tier suppliers are located within the five highest risk areas globally (according to the Global Slavery Index), however we understand that our supply chain is more complex
- Fixfast will continually review our risk identification process and specific country and sector-based risks and where required implement specific actions to mitigate these risks
- If a supplier repeatedly does not meet the requirements within the Sustainable Procurement Policy, or if the infringements have been found to cause significant social harm that pose a reputational risk to Fixfast, we reserve the right to terminate the commercial relationship
- As an additional measure, we have a programme of periodic independent third- party supplier site audits which specifically look at aspects of Social Compliance and Welfare including slavery and human trafficking

We will continue to develop measures to ensure ongoing compliance, reviewing annually to take into account any new or increased risks.



Ken Lynes

Managing Director