



Anti-Slavery & Human Trafficking Policy

1. Purpose & Commitment

Fixfast Ltd is committed to conducting business ethically and with integrity. We have zero tolerance for modern slavery, forced labour, servitude, human trafficking and child labour in any part of our business or supply chain.

As a participant in the United Nations Global Compact and through our commitment to the Science Based Targets initiative (SBTi), Fixfast supports responsible business practices, including respect for human rights and labour standards.

2. Scope

This policy applies to all employees, contractors, suppliers and business partners of Fixfast Ltd, including all UK operations and international supply chains.

3. Governance & Responsibility

Overall responsibility for this policy sits with the Managing Director, supported by the Senior Leadership Team.

Day-to-day responsibility for implementation, supplier due diligence and risk monitoring is primarily managed by the Procurement function, with support from relevant internal functions where required.

This policy is reviewed annually and approved by the Managing Director.

4. Risk Assessment & Methodology

Fixfast operates a risk-based approach to identifying and managing modern slavery risks within its operations and supply chain.

Risk assessments consider a range of factors, including:

- + Geographic risk (country of origin)
- + Sector risk (including construction and manufacturing supply chains)
- + Supplier criticality and spend
- + Labour intensity and use of subcontracted or temporary labour.

Risk is assessed using a combination of supplier onboarding checks, supplier questionnaires and periodic reviews. Higher-risk suppliers may be subject to enhanced due diligence.

Risks identified are prioritised based on their severity and likelihood, allowing Fixfast to focus resources on areas of greatest potential impact.



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5. Prevention, Detection & Mitigation

Fixfast applies a combination of measures to prevent, detect and mitigate modern slavery risks, including:

- + Supplier due diligence and onboarding assessments
- + Supplier performance monitoring
- + Contractual and commercial controls where appropriate
- + Internal awareness and training.

These measures are designed to identify potential risks at an early stage and ensure appropriate action is taken.

6. Supplier Requirements & Due Diligence

Fixfast requires its key suppliers to:

- + Comply with all applicable legislation regarding modern slavery and human rights
- + Prohibit all forms of modern slavery, forced labour, and child labour
- + Maintain policies and controls that align with internationally recognised standards
- + Implement appropriate processes to manage risks within their supply chains
- + Provide fair working conditions for all workers
- + Allow for audits and monitoring of their practices.

Supplier performance is monitored through a structured assessment process.

Where risks or concerns are identified:

1. A corrective action plan may be issued
2. Progress is monitored against agreed timelines
3. Where issues are not adequately addressed, Fixfast may suspend or terminate the relationship.

7. Training & Awareness

Relevant employees involved in procurement and supplier management receive periodic training on:

- + Modern slavery risks and indicators
- + Appropriate escalation and reporting procedures.



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8. Reporting & Whistleblowing

Employees and external stakeholders are encouraged to report concerns regarding modern slavery through appropriate internal channels. There is a confidential reporting channel offered through the employee handbook. Reports may be made confidentially and without fear of retaliation. All submissions will be reviewed and actioned by the board of directors. If employees are not comfortable raising issues through the above process, they should raise them with Protect, an independent whistleblowing charity, on 020 3117 2520.

9. Monitoring & Key Performance Indicators

Fixfast monitors the effectiveness of its approach through:

- + Completion of supplier assessments
- + Identification and management of higher-risk suppliers
- + Progress against corrective actions.

These indicators are reviewed periodically to support continuous improvement.

10. ESG Integration

Modern slavery risk is considered within Fixfast's wider ESG framework, supporting responsible and sustainable business practices and improved supply chain transparency.

11. Continuous Improvement

Fixfast will continue to review and enhance its policies, procedures and supplier engagement processes to address evolving risks and regulatory expectations.

A handwritten signature in black ink that reads 'Klynes'.

Ken Lynes

Managing Director

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