

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Information about Pyrotec Services Limited

Pyrotec services limited Design, supply, install and maintain fire detection and monitoring equipment including fire alarms, emergency lighting, Intruder Alarms, CCTV/Access Control, Central station Monitoring by TP. Dry Risers. Fixed fire extinguishers and gas suppression systems by bona fide sub-contractors

Pyrotec uses several main approved suppliers for services and equipment, and it our policy to obtain Modern Slavery information from all qualifying suppliers to make sure that they adhere to the requirements of the Modern Slavery Act 2015. Pyrotec checks the history of all suppliers, to make sure that they do not have a history of breaching these laws and do not have any improvement notices in place and these are re-checked on an annual basis. We check the origin of our supply chains as modern slavery is most prevalent in regions with weak governance, conflict, poverty, and high migrant populations, particularly in parts of Africa, Asia-Pacific, and the Middle East. This policy statement is communicated to all staff, so that they are aware of our intent, processes and their duties.

The management will review annually, the effectiveness of this policy, during the Management Review Process.

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 and human trafficking. Pyrotec Services Limited has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains, consistent with its obligations under the Modern Slavery Act 2015. Pyrotec also expects the same high standards from all its suppliers, contractors and other business partners and, as part of its contracting processes, it includes specific prohibitions against the use of modern slavery and expects that its suppliers will 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, and it is not always clear at what point, for example, poor working practices and lack of health and 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. However, Pyrotec accepts that it has a responsibility through its due diligence processes to ensure that workers are not being exploited, that they are safe, and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

This policy applies to all individuals working for Pyrotec or on the company's behalf in any capacity, including employees, directors, officers, managers, contractors, consultants and business partners.

Responsibility for the policy

The directors have overall responsibility for ensuring that this policy complies with the company's legal and ethical obligations.

The Quality Systems Manager has day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and auditing internal control systems and policies and procedures to ensure they are effective in preventing or remediating the risk of modern slavery. They are also responsible for investigating allegations of modern slavery in the company's business or supply chains.

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

Compliance

The prevention, detection and 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 Pyrotec or under Pyrotec's control. You are required to avoid any activity that might lead to a breach of this policy.

Pyrotec operates a Disclosure policy, to facilitate "Whistleblowing", therefore, if any member of Pyrotec's staff believes or suspect a breach of or conflict with this policy has occurred or may occur, they must notify their line manager or report it in accordance with the company's Disclosures Policy. They 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 they 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, they are to raise it with their line manager. The government's Modern Slavery Helpline can be contacted on 0800 0121 700 for further information and guidance on modern slavery. Pyrotec aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Pyrotec is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

Consistent with the principles set out in our Equality Act Statement, we prohibit forced labour, child labour and discrimination within our supply chain. We ensure, as it is reasonably practicable, that our suppliers, where necessary, have controls in place to uphold our commitment to doing what we can to combat slavery and human trafficking.

Employees

To ensure our employees are not subject to undue influence and are treated with dignity and respect, Pyrotec has human resource policies and procedures in place across all its operations. These are audited to ensure compliance with employment legislation and prevent unethical working practices. Pyrotec is committed to ensuring that all staff receive fair remuneration for the job they perform and undertakes regular reviews of terms and conditions across the workplace. Pyrotec adheres to the payment of the National Living Wage in the UK and all compulsory minimum wage premium as set by government.

Training and communication

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

Pyrotec has a zero-tolerance approach to modern slavery which must be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

Breach of the policy

Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct.

Pyrotec may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

This policy has been reviewed and agreed by the top Directors of the Company.



Stephen Pitts
Managing Director



James Gregg
Operations Director



Justyn Soames
Sales Director

Date 10th July 2026

The company will distribute a revised document as and when deemed necessary or appropriate in accordance with its internal/external compliance and as in accordance with its statutory obligations. For this procedure and following policy and procedure of this document is:

Issue Record

Issue	Compilation Date	Comments
1	12 th June 2016	Reviewed at Quality Management meeting
2	7 th November 2017	Reviewed at Quality Management meeting
3	3 rd October 2018	Reviewed at Quality Management Meeting
4	1 st October 2019	Reviewed at Quality Management Meeting
5	17 th March 2020	Additional reference to minimum wage etc. added.
6	1 st September 2021	Signatures edited.
7	1 st September 2022	Signature reviewed and revised
8	5 th September 2023	Signature reviewed and revised
9	5 th September 2024	Reviewed and signed
10	5 th September 2025	Reviewed and signed
11	25 th March 2026	Reviewed and signed
12	10 th July 2026	Updated, reviewed and signed by all directors