



## **G&A Fire Protection Limited**

Helions Bumpstead Road ▲ Haverhill ▲ Suffolk ▲ CB9 7AA

Tel: 01440 714650 ▲ Fax: 01440 713371 ▲ Email: info@ga-group.com ▲ Web: www.ga-group.com

### **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

#### **INTRODUCTION**

At G & A Fire Protection Limited we have a zero-tolerance approach to modern slavery, and we are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2018-19.

#### **OUR BUSINESS AND SUPPLY CHAINS**

We are a leading contractor within the fire protection and construction industry with an unrivalled portfolio providing our services to state of the art sports venues, commercial, leisure, healthcare, local authority and other sectors with a proud reputation for delivering high standards of quality and excellent customer service. We provide our services throughout the UK.

We provide fully project-led services meaning that all aspects of our customer facing operations are managed by our own highly-skilled teams. Our services include fire protection, refurbishment and renovations, exterior cladding systems and fit out programmes ranging from the initial budgetary assessments to fully specified plans, costing and proposals.

We have over 300 suppliers across a range of sectors including manufactured supplies, construction and fire protection materials, information technology, marketing, insurance, facilities management, sub-contractor agencies, manufacturers and distributors. In addition, we work with professionals, consultants and contractors.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health and safety and environmental standards. We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

#### **RISK ASSESSMENT**

In the past year, we have conducted a risk assessment of our supply chain by taking into account:

- The risk profile of individual countries based on the Global Slavery Index.
- The business services rendered by the suppliers.
- The presence of vulnerable demographic groups.
- A news analysis and the insights of labour and human rights groups.

This assessment will determine our response and the risk controls that we implement.



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G & A Fire Protection Limited operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- Supplier Code of Conduct - we have updated our Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking.

### **RECRUITMENT DUE DILIGENCE**

We have a number of robust procedures in place which contribute to ensuring modern slavery does not occur within our business including:

- Robust employment processes in line with UK employment law, including 'right to work' documentation checks, contracts of employment and checks to ensure all employed are over the age of 16.
- Market benchmarked pay and rewards which are above the UK minimum wage requirements and are reviewed annually.
- Wellbeing initiatives to support peoples' physical and mental wellbeing and lifestyle choices.
- Controls to ensure that employees do not work excessive hours and have regular rest breaks in accordance with UK legislation.

### **SUPPLIER DUE DILIGENCE**

G & A Fire Protection Limited conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of particular services.
- Sanctioning suppliers that fail to improve their performance in line with our requirements

We require all suppliers to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment.



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G & A Fire Protection Limited has raised awareness of modern slavery issues by putting up posters across our facilities and sending an email that is focused specifically on modern slavery to all our staff, which explains:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery.

### **TRAINING**

In addition to the awareness programme, G & A Fire Protection Limited has rolled out information to all employees and supplier contacts, which covers:

- An overview of modern slavery, the size of the problem and the risks to organisations.
- How employees can identify the signs of slavery and human trafficking, including unrealistically low prices and how to respond if they suspect slavery or human trafficking.
- How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their own organisation and what external help is available for the victims of slavery.
- What terms we provide to our significant suppliers in relation to slavery policies and controls and what steps G & A Fire Protection Limited will take if a supplier fails to implement anti-slavery policies or controls.
- An attestation from employees that they will abide by G & A Fire Protection Limited's anti-slavery policy.

### **MEASURING HOW WE ARE PERFORMING**

G & A Fire Protection Limited has defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- Issuing information to all employees
- How many suppliers have returned the Supplier Code of Conduct?
- How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues?

This statement covers 1 April 2018 to 31 March 2019 and has been approved by the board of G & A Fire Protection Limited.

**Signed: A Bush**  
**Managing Director**

**Date: 10<sup>th</sup> July 2018**