

Modern Slavery Statement

Organisation

This statement applies to FireAngel Safety Technology Group plc and its subsidiary companies (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year ending 31 December 2020. As one of Europe's leading home safety product suppliers, we lead the way in fire safety with state-of-the-art design and technology to deliver the most reliable, efficient and desirable home safety solutions.

Proud to be market leaders within the industry, our principal products are smoke, heat, and carbon monoxide (CO) alarms and accessories which feature an extensive range of patented technology. Our technology is used and trusted by over 90% of the UK's Fire and Rescue Services and we are influential members of various Industry Associations.

With over 50 registered technology patents, we take pride in our UK-based Research & Development facility with a team committed to creating quality innovative products ensuring delivery of the most efficient home safety solutions. Our highly skilled technical team optimise functionality without compromising the final look and feel of the product.

Our substantial investment towards in-house test and validation equipment demonstrates our commitment not only to innovation but to the highest quality standards. We pride ourselves on product reliability so implement regular quality checks at our manufacturers' factories, our warehouses and even in the field.

Our manufactures operate strict procedures to maintain control and deliver a high-quality final product. Our British engineers oversee the production lines to ensure each product meets our high standards.

We operate worldwide with our head office and technology centre based in Coventry, a regional office in Gloucester, product manufacturing in Poland and China, and CO sensor manufacturing in Canada through Pace Sensors, a wholly-owned subsidiary company.

Our chosen manufacturing partners are Flextronics Industrial Ltd ('Flex') and leading Far East manufacturers. Flex operate under the internationally recognised Factory Operating Standards in line with SMETA and BSCI guidelines, with approximately 200,000 professionals across 30 countries. All our stock is held locally in the UK and in The Netherlands for onward distribution. Our manufacturers cover an area of 56,000 sqm and export to 66 countries and have won various awards over previous years.

Our range of products is comprehensive, allowing us to tailor our smoke alarms, heat alarms, CO alarms and accessories in the UK, to suit customer needs at various price points under the following brands: FireAngel Predict, FireAngel Connect, AngelEye, FireAngel Pro and FireAngel Spec.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- being dehumanised, treated as a commodity or being bought or sold as property; and
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK, France, Germany and The Netherlands.

Supply chains

Our supply chain consists of suppliers in the UK, China, Canada and Poland. We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing its supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of slavery;
- any actions taken to embed a zero tolerance policy towards modern slavery; and
- included in the induction training for new employees.

Policies

The Organisation has the following policies which further define its stance on modern slavery:

- Modern Slavery policy
- Recruitment policy
- Equal Opportunities policy

This statement has been approved by the FireAngel Safety Technology Board and will be reviewed annually.