Basingstoke Fire Protection Ltd

Modern Slavery and Human Trafficking Policy Statement

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Version 1.0	15/06/2017

Statement for year 2026

BFP Ltd has a zero-tolerance approach to modern slavery and human trafficking. We are fully committed to preventing the occurrence of slavery or trafficking within our business and throughout out supply chain.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that BFP Ltd has taken and continues to take to ensure that modern slavery or human trafficking is not occurrent within our business or our business supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. BFP Ltd holds a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings. This will be done by ensuring that we put effective systems and control measures in place to safeguard against any form of modern slavery occurring within our business or its supply chain.

About BFP Ltd

BFP Ltd is a family-run fire protection company providing fire safety and protection services to commercial and domestic customers. We specialise in the supply, installation, servicing and maintenance of fire protection equipment and systems, helping our clients meet their fire safety obligations and maintain safe environments.

The company operates primarily within the UK and employs four members of staff. In addition, we engage two regular subcontractors to support the delivery of our services when required.

Our supply chain is relatively straightforward and consists mainly of reputable UK-based suppliers of fire protection equipment, parts and consumables. We work with a small number of established suppliers and subcontractors with whom we have built long-standing relationships. We expect all parties we work with to operate in a lawful, ethical and responsible manner and to comply with applicable legislation, including those relating to employment practices and modern slavery.

As a small business, we remain committed to conducting our operations with integrity and maintaining appropriate oversight of our workforce, subcontractors and suppliers.

What is slavery and human trafficking?

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Our high-risk areas

As a small, family-run fire protection company employing four members of staff and using two regular subcontractors, we consider our exposure to modern slavery risks to be relatively low. However, we recognise that the use of subcontracted labour presents a higher risk area and therefore requires appropriate oversight.

We have identified this risk by reviewing our business operations against the indicators set out in recognised guidance, including the CIPS guidance on tackling modern slavery in supply chains. Our assessment considered factors such as the use of subcontractors, the nature of labour within the fire protection industry, and the origin of the goods and services we procure.

To mitigate these risks, we only engage subcontractors and suppliers that are known to us and with whom we have established working relationships. We ensure that all individuals working on our behalf have the legal right to work in the UK and are paid fairly for the work undertaken. We maintain direct contact with our subcontractors, monitor their performance and working practices, and expect them to comply with all applicable employment laws and ethical standards.

Where we purchase equipment and materials, we seek to source these through reputable UK suppliers. Should any concerns regarding modern slavery or unethical employment practices arise, we would investigate promptly and take appropriate action, including terminating relationships with any party found to be in breach of our expectations.

Although our business is small, we remain committed to preventing modern slavery and human trafficking within our operations and supply chain and will continue to review our practices to ensure they remain effective and proportionate to the level of risk.

[These can include the following as an example:]

- Agencies supplying staff. A request will be made to confirm that they have complied with the Act and obtained proof of eligibility to work, references, qualifications, proof of National Insurance and bank details to ensure that each worker is acting in their own right.
- Subcontract labour. Subcontractors will be asked about their understanding and compliance of the act as part of their PQQ (Pre- Qualification Questionnaire) before a contract is made.
- For suppliers of project based materials, goods and services which/who we conduct regular business with, we require a completion of a supplier questionnaire which seeks confirmation of their understanding and compliance of the Act and that they have appropriate preventative measures in place.

- In regards to ad-hoc suppliers, we will rely on their integrity as a business as this relationship is deemed a low risk. However, should the frequency of usage and a relationship with an ad-hoc company develop, they will be required to complete a supplier questionnaire as above.

Low risk procurement areas include:

- PPE and workwear
- IT hardware, software and telecommunications
- Vehicles
- Office Furniture
- Training Services
- Travel Services

Our policies

To ensure that we are conducting our business in an ethical and transparent manner, we operate a small number of internal policies.

- On induction, staff will be made aware of the Modern Slavery Act, including its definitions of human trafficking and slavery.
- Instructed staff on the appropriate course of action should they suspect a case of slavery or trafficking.
- Reviewed our whistleblowing policy to include the matter of reporting suspected acts relating to human trafficking or modern slavery.
- Reviewed our documentation and policies to include prohibitions in respect of complying with the human trafficking and slavery regulations.

Our Suppliers

BFP Ltd operates a supplier policy and maintains a preferred supplier list. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Before adding a supplier to our preferred supplier list, all suppliers must complete a PQQ to prove their competency. This questionnaire includes the following questions in regards to adhering to the Modern Slavery Act 2015:

1. They have taken steps to eradicate modern slavery within their business

2. They hold their own suppliers to account over modern slavery

3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)

4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations

Included in any contract made with a supplier or subcontractor is a clause in which we may terminate the contract at any time should any instances of modern slavery come to light.

We will also perform an online search of the company to ensure that the company in question has not been convicted of offenses relating modern slavery or human trafficking. Where applicable, an on-site audit to include a review of working conditions will be undertaken.

Responsibilities of employees

All employees must ensure that they read, understand and comply with this policy.

The prevention, detection and reporting of slavery or human trafficking is the responsibility of all those working for us or under our control. All workers are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Employees must notify the Steve Foster as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.

An employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct. We reserve our right to terminate our contractual relationship with other workers if they breach this policy.

How can an employee raise a concern?

All employees are encouraged to raise concerns about any suspected malpractice as early as possible. If they are unsure, they should speak to Steve Foster who will take appropriate measures. Concerns should be reported by following the procedures laid out in our Whistleblowing policy.

Training and communication

Training on this policy is included within our induction process for all new employees and other workers.

Monitoring and Review

The Director, Steve Foster, is ultimately responsible for the implementation and adherence to this policy and that it complies with our legal and ethical obligations.

The person with day-to-day responsibility for implementing this policy and for monitoring its use and effectiveness, is Steve Foster. They are also responsible for dealing with any queries on the policy and clarifying any interpretation. Management at all levels are also responsible for ensuring that those reporting to them are made of the policy and understand it.

Steve Foster will monitor the effectiveness and review the implementation of this policy on a regular basis. Any improvements identified will be made as soon as possible and all workers notified of any amendments or changes.

It is the responsibility of Steve Foster to ensure that this policy is reviewed and updated on an annual basis, or when there is a change to the current legislation.

Signature of Company Director

Steve Foster 09.06.2026

Communication of Policy

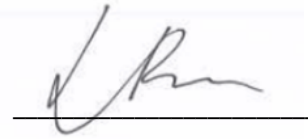
I understand that as worker of BFP Ltd, I am responsible for the success of this policy and should ensure that I disclose any suspected danger or wrong doing.

I understand that I am invited by BFP Ltd to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to Steve Foster.

I confirm that I have read the Company's Policy on Human Trafficking and Modern Slavery regarding the Modern Slavery and Human Trafficking Act 2015 and that I fully understand and agree to abide by it.

Should I suspect any misconduct in relation to the Company's Policy, I declare that I am aware of the appropriate procedures to take and the Company's Whistleblowing Policy.

Signed



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Libby Roston 09.06.2026