

MODERN DAY SLAVERY ACT 2015 POLICY STATEMENT

Avon Alarms Group recognises that slavery and human trafficking remains a hidden blight within our global society. The aim of Avon Alarms Group is to identify our responsibilities by informing staff to any risks, large and small, within our business and in any supply chain we may operate in. We encourage our employees to report any concerns to the appropriate person(s) and these person(s) are expected to take appropriate action at all times.

We have various activates/sectors within our organisation, such as Electronic Security and Fire Detection ect, and all areas are committed to ensuring no modern day slavery or human trafficking takes place within our organisation, at any stage of our supply chain or in any sector of our business. Our Anti-Slavery Policy Statement reflects our commitment to acting ethically and with integrity at all times, within our business relationships. We endeavour to implement and enforce effective procedures and systems to ensure slavery and human trafficking does occur within this organisation at any stage.

This Policy takes into account police's, procedures and requirements of ISO 9001:2015. The adoption and use of this management system within Avon Alarms Group demonstrates our commitment to this Policy Statement. We have stringent policies concerning slavery and human trafficking. We also ensure this Policy, and its procedures, are understood and instigated at all levels within our organisational structure. We also ensure the Policy is regularly reviewed by the Senior Management Team to ensure its continuing suitability and relevance to the group.

The Group will achieve these aims by identifying and mitigate risk as below, (But not limited to the below items):-

- More stringent vetting and investigating any of our supply chain, (Contractors, sub-contactors, ECT).
- Implementing a continuous audit and review process. Examples of this is to ensure all our employees are paid at least the minimum wage and they have the right to work legally.

- We actively encourage the reporting of concerns & the protection of any persons who report accordingly. 'I
- The Group will not knowingly support or deal with any party which are involved in slavery or human trafficking.
- We as a group and individually, have zero tolerance to slavery and human trafficking. We demand this same stance from all our supply chain and contractors.

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To allow a high level of understanding of the risks of modern slavery and human trafficking to be established within our organisation and supply chain, we provide training to relevant members of staff. All Directors have been briefed on the subject.

We use the below key performance indicators, (KPI's), to measure the effectiveness of our policy and to ensure, to our knowledge, slavery and modern day slavery is not taking place in our organisation or supply chain:

- Completion of audits by Directors, Senior Staff etc.
- Use of labour monitoring and payroll systems.

A high level of communication and personal contact with our supply chain to ensure their understanding and compliance with our statement

This policy is in accordance with Section 54 the Modern Slavery Act 201-5 and constitutes our Group's slavery and Human Trafficking Statement.

This Policy Applies to all those employed by Avon Alarms Group, (Combining Avon Alarms Ltd & Avon Fire Systems).

DATE: 8-1-2019.

Signed - Avon Alarms Ltd.



DATE: 08.01.2019

Signed – Avon Fire Systems.

