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| First4Safety Ltd  Modern Slavery and Human Trafficking Statement  16/09/2020 |

**Introduction**

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st May 2020 to 3oth April 2021.

The statement sets down First4Safety Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

**Organisational structure and supply chains**

This statement covers the business activities of First4Safety Ltd which are as follows:

The provision of online Health and Safety training courses.

The Company currently operates in the following countries:

* Global.

Responsibility for the Company’s anti-slavery initiatives is as follows:

1. **[**Policies: Directors are responsible for creating and reviewing policies. The process by which policies are developed is Looking at best practice and adapting to the needs of the company.**]**
2. **[**Risk assessments: Directors are responsible for risk assessments in respect of human rights and modern by a process of Risk Assessments as required.**]**
3. **[**Due diligence: Directors are responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.**]**

**Training**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires Directors to complete an online training course.

**Policies**

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations **[**insert links to the relevant Company policy**]**:

1. **Whistleblowing policy** The Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
2. **[Employee] OR [Company] Code of Conduct** The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
3. **Corporate Social Responsibility (CSR) Policy** The Company’s CSR policy summarises **[**how we manage our environmental impacts and**]** how we work responsibly with suppliers and local communities.

* **Due Diligence Processes for Slavery and Human Trafficking**

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company’s due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners **AND/OR** evaluating the modern slavery and human trafficking risks of each new supplier **AND/OR** invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

**Performance indicators**

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains includingrequiring all Directors to have completed training on modern slavery.



This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary.Directorsendorse this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

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| Name: | John Pillinger |
| Position: | Director |
| Date: | 16th September 2020 |

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| Signature: | Signed digitally – J Pillinger |