

Modern Slavery Act 2015 Statement

Pyroprotect Ltd fully supports the Modern Slavery Act 2015. This statement sets out the steps that the company has taken during the previous financial year to ensure that slavery and human trafficking is not operating within either its own business or its supply chains.

This statement has been approved by the Board of the company.

Principles underpinning the steps taken

Pyroprotect Ltd:

- supports and respects the protection of internationally proclaimed human rights.
- is committed to making certain that it is not complicit in human rights abuses.
- respects the rights of workers to join, form or not to join workers organisations including trades unions.
- does not use forced or compulsory labour. Employment is voluntary.
- complies with minimum age laws and does not employ child labour.
- is dedicated to maintaining workplaces that are free from discrimination or harassment based on race, colour, religion, creed, gender, sexual orientation, marital status and pregnancy, age, disability, or any other characteristic protected by applicable law.
- provides employees with a safe and healthy workplace.
- believes that freedom of expression is a fundamental human right.
- requires all employees and suppliers to adhere to these principles.
- continues to review its policies and processes in an effort to go beyond basic social and environmental regulations and to ensure the highest standards in its supply chain, as expected by our customers and the companies with which it works.

Steps taken

In the last 12 months, Pyroprotect Ltd has:

- reviewed the areas of the business and our supply chain to identify where the greatest risks may lie

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- requested copies of modern slavery policies and statements from suppliers who fall within scope of the legal requirement to provide a statement, as well as those who are outside of scope for the statement but have taken proactive action to monitor and review their risk
- identified that our pool of subcontractor companies could be at risk of being targeted by gangmasters offering low-cost labour. Appropriate questions included in subcontractor PQQs and evidence of completed Right to Work checks requested for all labour on Pyrotech sites. TBT issued to subcontract company directors on the signs of modern slavery.
- Recruiting managers made aware of the signs of modern slavery and trafficking gangmasters.
- TBT issued to all staff on the signs of modern slavery and human trafficking, and how to report any concerns they see on site, either through our internal reporting system, the GLAA helpline or the 'Unseen' app.

Monitoring efficacy of actions taken

To ensure that this action is effective, we monitor the following:

- PQQ responses are reviewed. Suppliers who do not meet the criteria (payment of minimum wage or higher, right to work checks, confirmation of policies on unions and labour movements etc) must not be used
- Uptake of TBTs monitored to ensure 100% uptake within direct employees and subcontract directors every 12 months
- Proactive discussion with operatives and subcontract directors about their experiences on site to ensure the TBT is effective at developing understanding and embedding awareness
- A formal audit of modern slavery forms part of our internal audit schedule.

Whilst monitoring is an ongoing process, this statement will be reviewed no less frequently than annually.

Signed	 Chris Goodison
Job Title	Managing Director
Dated	17/04/2025

