



harmony[®]
the fire protection experts.



Modern Slavery Policy Statement

Harmony Fire Limited is a leader in the fire protection industry providing design, installation, commissioning, and maintenance of both active and passive fire prevention and protection systems. Harmony Fire Limited recognises that Modern slavery is an unquestionable and indefensible violation of an individual's basic human rights. Harmony Fire Ltd acknowledges that as a commercial organisation we have a moral and social responsibility to take a zero-tolerance approach to modern slavery in all forms.

We are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking.

We undertake due diligence when considering taking on new suppliers, and we regularly audit our supply chain against this requirement.

This due diligence includes:

- o Understanding our supply chain so as to identify and assess particular product or geographical risks of modern slavery and human trafficking.
- o Evaluating modern slavery and human trafficking risks through the completion of suitable supplier management including vetting and onboarding.
- o Conducting regular supplier audits evaluating work with suppliers in the UK, Europe and in Asia.
- o Terminating our relationship with suppliers that fail to improve their performance in line with our company values and policies.

We operate the following policies that assist our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- o Whistleblowing Policy - we encourage all our employees, to report any concerns relating to unlawful conduct, malpractice, dangers to the public or the environment, and any other matter of a serious nature.

The Modern Slavery Act 2015 (the "Act") is specifically mentioned within this policy which is published in the Company handbook.

Partnership agreements - we are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to declare that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Serious violations of the Company's Quality and Sustainability Agreement will lead to the termination of the business relationship.

Partnership program and minimum standards - our policy sets out the core values which we expect to be observed throughout the Company. The policy specifically mentions the Act and is published in the Company handbook.

Training

Harmony Fire requires all employees to complete training on how to assess the risk of slavery and human trafficking in relation to various aspects of the business, how employees can identify the signs of slavery and human trafficking and what should be done if this activity is suspected.

Harmony Fire's Directors, heads of departments and management representatives will annually:

- o Review this policy to ensure it is effective.
- o Review responsibilities and procedures to depict industry best practice and measure current Modern Slavery measures through industry assessments and review of standards and best practices.
- o Ensure adequate resources, processes or systems are made available to implement this policy.
and
- o Communicate this policy to all employees and related parties to achieve its objectives.

Signed on behalf of the Board of Directors

Mr. Warwick Melvin
Chief Executive

01st April 2024

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