



trianglefire

S Y S T E M S

## Modern Slavery Statement 2024

# Slavery and human trafficking statement

## For the financial year 2024-2025

This statement applies to Triangle Fire Systems Ltd (company number: 05701181) pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes our slavery and human trafficking statement. The information included in the statement refers to the financial year 2024-2025.

## Our Structure

Triangle Fire Systems Ltd is controlled by a Board of Directors with the Head Office based in Hastings, East Sussex.

The main activity carried out by the Organisation is the active and passive fire protection of residential and commercial premises.

The Company has around 130 employees and up to 150 sub-contracted workers on our sites at any one time.

Our supply chains include sub-contractors, merchants, material suppliers, design consultants and various other associated trades and services connected with the fire protection industry, most of whom we have a long-standing relationship with.

We also use agency staff. We only use specified, reputable employment agencies to source agency workers.



As one of the UK's leading fire protection companies, we work to the highest professional standards and comply with all laws, regulations and rules relevant to our business.

# Slavery and human trafficking statement

## Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery, servitude and forced compulsory labour or human trafficking in our supply chains or in any part of our business.

Our Modern Slavery and Human Trafficking Policy reflects our commitment to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or in any part of our business.

Our Modern Slavery and Human Trafficking Policy can be downloaded below.

We also have a clear Whistleblowing Procedure which is also available for download. If there are any concerns about any wrongdoing or breaches of law these concerns can be raised in confidence and without fear of disciplinary action or detriment.

Our policies are reviewed annually and updated as required.



Whistleblowing  
Procedure



Modern Slavery and  
Human Trafficking  
Policy



# Slavery and human trafficking statement

## Due Diligence Processes

We have a documented policy management system that follows best practice for document policies, procedures and processes. We:

- ✓ carry-out 'right to work' checks on all new employees joining the company through our HR department;
- ✓ monitor working conditions on our sites through regular welfare audits;
- ✓ continue to review our procurement processes to consider what, if any, adjustments might be made to further reduce the level of risk of slavery and human trafficking in our supply chain;
- ✓ and make resources available to suppliers to support them in their compliance and staff training through our membership of the Supply Chain Sustainability School.

## Risk Assessment and Measuring Effectiveness

The main area at risk of Modern Slavery in the Company is our workforce.

We have assessed the overall risk of modern slavery to be low, however, we recognise that the risk associated with subcontractors is higher than that for our employees given a number of mitigations sit outside of our direct control.

The risk of Modern Slavery occurring in any of these areas is being proactively managed through the HR department and the measures described in this Statement.



There have been no incidents of modern slavery or human trafficking reported at any of our sites or offices.

# Slavery and human trafficking statement

## Supplier Adherence to our values

We have zero tolerance to slavery and human trafficking.

To ensure all those in our supply chain comply with our values we require that our zero tolerance approach is communicated to all suppliers, sub-contractors and business partners at the outset of our business relationship and that it is reinforced, as appropriate, thereafter.

We will cease to engage with individuals and organisations working on our behalf if they do not comply with our approach.



## Further steps and targets for the year ahead

We will continue to keep under review our internal processes to identify what further steps can be taken to ensure that our obligations under the Act are met and that our Modern Slavery and Human Trafficking Policy is effectively implemented and complied with, so as to ensure that there is no slavery or human trafficking in any part of our business.

Some of the specific measures we will be progressing include:

- ✓ continuing to perform welfare checks at each of our sites;
- ✓ continuing to host “toolbox talks”
- ✓ highlighting issues around modern slavery, and keep the content under review;

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company’s slavery and human trafficking statement.



The statement was approved by the Board on 15th May 2024 and signed on behalf of the Board by

*Alaina Brown*

Contracts and Procurement Director  
Chair of ESG Committee



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