



trianglefire

SYSTEMS

Modern Slavery
Statement 2026

Slavery and human trafficking statement



For the financial year 2026-2027

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 2026-2027.

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 160 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



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.

Slavery and human trafficking statement



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.

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.

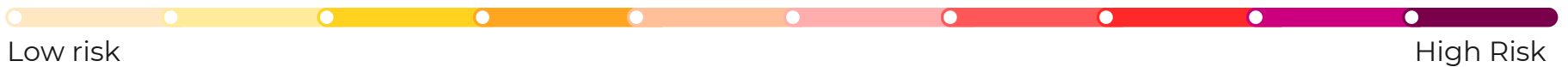
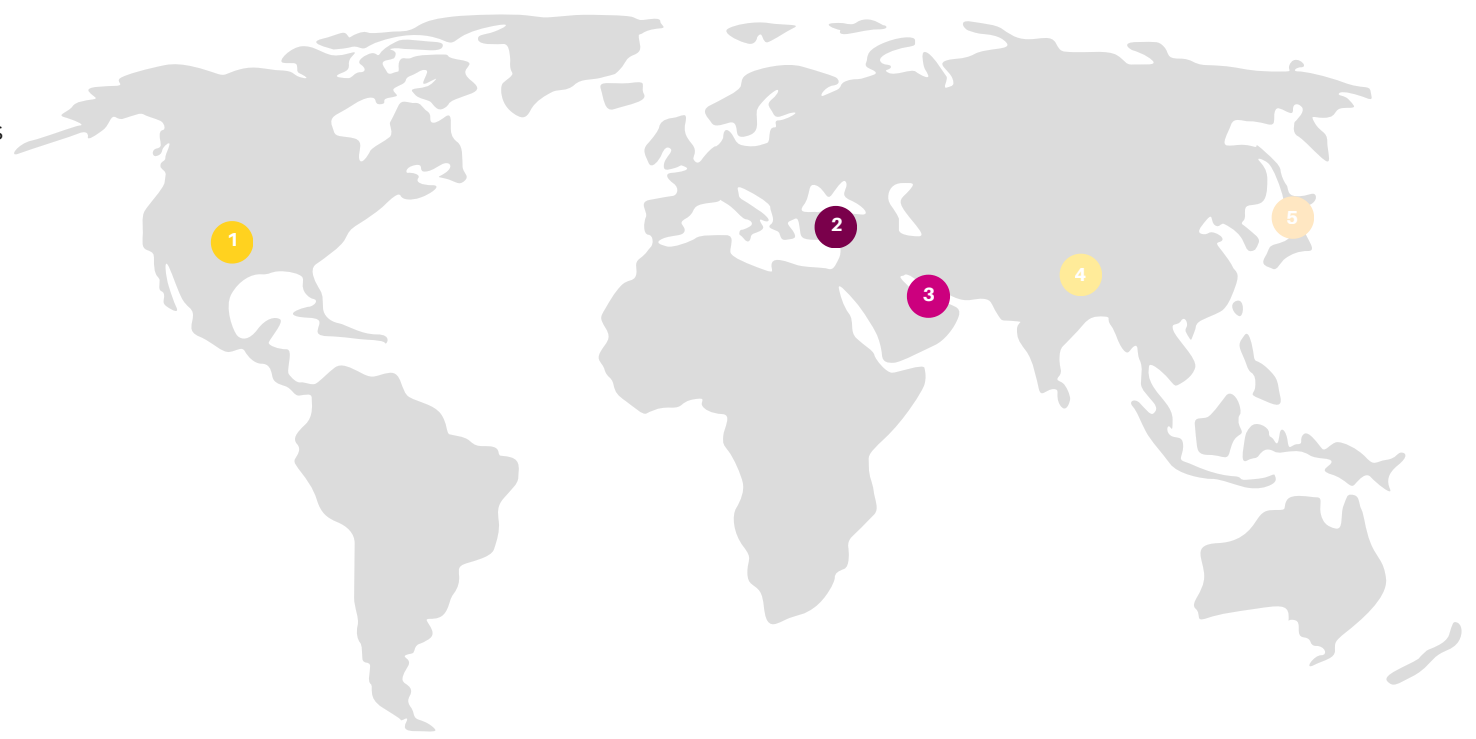
We will cease to engage with individuals and organisations working on our behalf if they do not comply with our approach.



Supply Chain Map



- 1 Blazemaster CPVC, Vitaulic grooved fittings and valves - USA
- 2 Steel Tube - Turkey
- 3 Steel Tube - Dubai
- 4 Malleable iron fittings and Valve Sets - China
- 5 Japan - RD208 sprinkler heads



Slavery and human trafficking statement



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.

We have appointed Samantha Skinner-Davies as our Modern Slavery Compliance Officer.

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;
- ✓ provide the following training to staff to effectively implement our stance on modern slavery via the Supply Chain Sustainability school:
 - The Modern Slavery Act 2015
 - Responding to the Modern Slavery Act
 - Supply Chain Mapping and Modern Slavery

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 22nd April 2026 and signed on behalf of the Board by

A handwritten signature in black ink, appearing to read 'Marcus Wallis'.

Marcus Wallis, CEO

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