

## Modern Slavery Act 2015 Policy

### Policy Statement:

Lifeline Alarm Systems Ltd (the company) embrace all ethical business practices and policies that protect workers from being abused and exploited within both their own organisation and their international supply chain. This policy statement is based on the Modern Slavery Act 2015 and sets out the steps that the company has taken and continues to take to ensure that modern slavery or human trafficking is not taking place within our own business or our supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Lifeline Alarm Systems Ltd has a zero tolerance approach to any form of modern slavery.

### Our Commitment:

Lifeline Alarm Systems Ltd and its board of Directors are committed to acting ethically with integrity and transparency in all its business dealings. Putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or our supply chain.

### Our Suppliers:

Lifeline Alarm Systems Ltd maintains a preferred supplier list for suppliers of materials and subcontractors. This forms part of our ISO certified procedures. This includes and extends a due diligence on all suppliers before allowing them to become a preferred supplier. Due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery (and where deemed necessary on site audits for Sub-Contractors which include a review of working conditions). The company Modern Slavery /anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

We require supply chain partners to confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.
3. They pay their employees at least the national minimum wage / national living wage.

The company reserves the right to terminate any contract at any time should any instances of modern slavery be identified or come to light.

### Employees:

We will conduct training if required for our internal operations teams so that they understand the potential signs of modern slavery and what they should do if they suspect that it is taking place within our supply chain. As part of the company induction new employees are briefed on the requirements of this policy. As part of our ore employment screening, right to work checks are carried out on all potential employees.

**Senior Management Team** - Have received in house training, instruction and guidance formally delivered by Managing Director on this policy and aspects of modern slavery.

**Field Based Staff** - As part of Company induction new employees will be briefed/trained on what to look for Signs of Modern Slavery on sites they are working. Further updates are provided at team meetings, toolbox talks and briefings.

**Continual Improvement:**

Lifeline Alarm Systems Ltd are committed to continuous improvement in every aspect of the business including customer service. We encourage and welcome feedback as this will provide us with the opportunity to improve, especially regarding this policy. If a customer is not satisfied with the level of service received, this will be dealt with through our complaints procedure. (Please see our Customer Service Policy). We will respond quickly, efficiently and effectively.

**Communication & Training:**

The company ensures that this Policy is embedded and understood throughout the organisation through internal and external communication.

**Monitoring Compliance:**

The company will monitor the effectiveness of the steps taken to ensure that slavery and/or human trafficking is not taking place within our business or supply chain. This will also include reports received from employees, the public, or law enforcement agencies. The Managing Director has lead responsibility for ensuring compliance with this Policy and will review its contents on a regular basis (At least Annually) with the General Manager, which incorporates HR. The Technical Manager, Supervisors and the Directors of the Company who have overall responsibility for ensuring this Policy complies with the Company's legal and ethical obligations.

**Lifeline Alarm Systems Ltd**

**Mark Lee**  
**Managing Director**

**May 2020**