

Ace Fire & Security Systems Ltd
Modern Slavery Statement

This statement is made pursuant to Section 54 (Part 6) of the Modern Slavery Act 2015 and sets out the steps taken by Ace Fire & Security Systems Ltd ("ACE") to prevent modern slavery and human trafficking in its business operations and supply chains.

Commitment to Combatting Modern Slavery

ACE has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings. We strive to ensure that modern slavery does not take place within our own business or any of our supply chains. We also ensure that our approach and stance on modern slavery are clearly communicated to our partner organisations.

Risk Management and Core Values

Our approach to modern slavery risk management is guided by our core values:

- **Integrity:** We maintain transparency in our business and uphold our disclosure obligations under the Modern Slavery Act 2015.
- **Intelligence:** We implement effective systems and controls to prevent modern slavery within our operations and supply chains.
- **Teamwork:** Our employees and supply chain partners work collaboratively to comply with the Modern Slavery Act 2015.
- **Performance:** We continuously develop and implement measures to uphold a zero-tolerance stance on modern slavery.
- **Respect for People and Communities:** We acknowledge modern slavery as a violation of human rights and are committed to preventing its occurrence within our business and the wider community.

Anti-Slavery and Human Trafficking Policy

We are dedicated to ensuring that modern slavery and human trafficking have no place in our supply chains or business operations. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to ethical business conduct and enforcement of effective controls.

Breaches of our policy are taken seriously. Employees found violating the policy may face disciplinary action, including dismissal for misconduct or gross misconduct. We regularly review and update our policies and procedures to maintain compliance and effectiveness.

Supplier and Subcontractor Ethics

All ACE suppliers and subcontractors undergo risk assessments aligned with our Environmental and Sustainability Policy and Behaviour and Culture Policy, where modern slavery is a key consideration.

As part of our subcontractor agreements, we require:

- Proof of modern slavery policies
- Confirmation of right-to-work checks for all employees working on behalf of ACE
- Annual reviews of these documents to ensure continued compliance.

Modern Slavery Awareness in the Supply Chain

To uphold our commitment to modern slavery regulations, we maintain an open communication channel for reporting concerns and ensure swift investigation and resolution of reported issues.

We engage with industry experts to stay informed on best practices for combatting modern slavery. Furthermore, we enhance our capacity to identify, prevent, and mitigate risks across our suppliers and subcontractors through ongoing communication and training. Employees are encouraged to report concerns through our **Serious Concerns & Whistleblowing process**.

Future Commitments

ACE is dedicated to strengthening our policies, monitoring mechanisms, and engagement with suppliers to eliminate the risks of modern slavery within our business and supply chains. We will continue to review and refine our strategies to uphold the highest ethical standards. This statement has been approved by the Board of Directors and is reviewed annually.

Signed -



Signed By – Stewart Auger

Position : C.O.O

Review Date : March 2026

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