



Modern Slavery Statement



www.safetecdirect.co.uk

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Safetec Direct Ltd (“the Company”) has taken, and continues to take, to ensure that modern slavery and human trafficking are not taking place in its business or supply chains.

1. Organisation Structure and Business

Safetec Direct Ltd is a UK-based company operating in the provision of safety-related products and services. The Company conducts its business primarily within the United Kingdom and works with a range of suppliers and business partners to support its operations.

2. Our Commitment

Safetec Direct Ltd is committed to acting ethically, responsibly and with integrity in all business relationships. We take a zero-tolerance approach to modern slavery and human trafficking and are committed to respecting and protecting human rights throughout our operations and supply chains.

3. Policies in Relation to Modern Slavery

Safetec Direct Ltd has implemented policies designed to prevent modern slavery and human trafficking, including:

- A Modern Slavery and Human Trafficking Policy
- An Anti-Bribery and Corruption Policy

These policies reflect our commitment to ethical conduct and provide guidance to employees and associated persons on identifying and reporting concerns.

4. Due Diligence Processes

To identify and mitigate the risk of modern slavery, Safetec Direct Ltd:

- Engages with suppliers and business partners to communicate our expectations regarding ethical conduct
- Expects suppliers to comply with all applicable employment, labour and human rights laws
- Reserves the right to review and terminate relationships where serious breaches are identified

5. Risk Assessment and Management

Safetec Direct Ltd recognises that the risk of modern slavery may vary across different areas of its business and supply chains. We assess these risks by considering factors such as the nature of goods and services provided, geographic location, and labour practices.

Where risks are identified, the Company will take appropriate steps to mitigate them, including increased engagement with suppliers or corrective action where necessary.

6. Recruitment and Employment Practices

Safetec Direct Ltd is committed to fair and lawful recruitment and employment practices. We:

- Ensure all employees have the legal right to work
- Do not use forced, bonded or involuntary labour
- Ensure workers are not required to pay recruitment or placement fees
- Comply with applicable wage, working time and employment legislation

7. Training and Awareness

Safetec Direct Ltd provides appropriate training and information to employees to raise awareness of modern slavery risks and to support compliance with our policies.

8. Reporting Concerns

Employees, workers and business partners are encouraged to raise concerns relating to modern slavery or human trafficking. Concerns may be raised with a line manager or senior management and will be treated seriously. The Company will not tolerate retaliation against anyone who raises a concern in good faith.

9. Effectiveness and Continuous Improvement

Safetec Direct Ltd is committed to continually improving its practices to combat modern slavery and human trafficking. We will review the effectiveness of the steps taken and update as appropriate.

10. Approval

This statement has been approved by the Board of Directors of Safetec Direct Ltd and will be reviewed annually.

Signed,

Mark Graffin

Director

1st February 2026

Next review: February 2028