

# Lion Safety Management System



Document Title: Modern Slavery Statement  
Responsibility: Senior Management

## Scope

This statement applies to Lion Safety Ltd entire operations. This statement sets out the steps that Lion Safety has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

## Responsibility

It is the responsibility of the Management team to ensure that this policy is reviewed regularly and updated when necessary. It is the responsibility of all employees to understand the signs of modern slavery and the steps to take if they suspect it is taking place either within our business or within our supply chain.

## Document History

Issue	Date	Details of amendment / change	Responsibility
3	12/06/19	Rebrand Header & Footer	Ralph Lewis
4	18/12/20	Reviewed following purchasing audit	QE Advisor
5	05/07/21	Amended letterhead. New address, Updated Ltd status	Roger Lewis
6	07/06/22	Reviewed and revising	Roger Lewis



## Modern Slavery Statement

Lion Safety Ltd is involved in the supply of safety clothing, workwear and PPE to a wide range of industries mainly in the UK.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Lion Safety Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Lion Safety Ltd are committed to encouraging diversity among our workforce and eliminating unlawful discrimination. We meet the standards listed in the Ethical Trading Initiative (ETI) Base Code which is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of good labour practice. We expect our supply chain partners to demonstrate similar policies.

### Our high-risk areas

Lion Safety Ltd sources products from supply chain partners across the globe. Some of these partners operate in areas where modern slavery has been found and as such Lion Safety Ltd has identified this as the area of highest risk.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Ethical Trading Policy** - This policy sets out the Lion Safety Ltd's stance on modern slavery and acts as a code of conduct for both suppliers and staff internally.
2. **Anti-bribery & Anti-Corruption Policy** - This goes hand-in-hand with the Ethical Trading Policy and outlines clearly and succinctly what bribery and corruption mean and steps any member of staff can take to prevent such instances occurring.
3. **Recruitment** - We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
4. **Whistleblowing** - We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
5. **Code of business conduct** - This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### Our suppliers

Lion Safety Ltd operates an Ethical Trading Policy and maintains a preferred supplier list which is regularly reviewed. We conduct due diligence on all suppliers before allowing them to remain as a/become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been



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convicted of offences relating to modern slavery and on-site audits which include a review of working conditions. Our Ethical Trading 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.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. Meet the requirements listed in the Ethical Trading Initiative (ETI) Base Code.
2. They have taken steps to eradicate modern slavery within their business.
3. They hold their own suppliers to account over modern slavery.
4. We may terminate the contract at any time should any instances of modern slavery come to light.

### **Training**

We conduct internal training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

**This statement is communicated to suppliers and personnel working on behalf of the company and is available for review by any interested party upon request.**

A handwritten signature in black ink, appearing to read 'Roger Lewis'.

**Roger Lewis**  
**Director**

**June 2022**