

Modern slavery and human trafficking statement (2026)

Introduction from our CEO Mark Wheeler

EA-RS Fire Management Limited is committed to conducting our business ethically, sourcing responsibly, and actively working to prevent modern slavery and human trafficking within our organisations and throughout our supply chain. This statement outlines the main initiatives we have implemented this financial year to address and combat slavery in both our organisation and our supply chain.

Organisational Structure

EA-RS Fire Management Limited is a wholly owned subsidiary of EA-RS Fire Engineering Group Limited, providing management services to all companies within our group, which is currently organised into eleven organisations. As a leader in the fire safety, security and compliance industry, we are dedicated to ensuring safe environments for where we live, work and play. We approach the industry with the respect it deserves and aim to address the critical issues of liability segregation from an insurance perspective, striving to create innovation and effective turnkey solutions. Our services cater to a diverse range of sectors, including, Construction, Data Centres, House Associations, the NHS and many others.

Our Policy on Slavery and Human Trafficking

We have established comprehensive policies that support our commitment to preventing modern slavery and human trafficking in our supply chains and throughout our business operations. We regularly review and update all our policies to ensure their effectiveness.

Our Modern Slavery policy demonstrates our dedication to conducting business ethically and within integrity in all our relationships. It also outlines our efforts to implement and enforce robust systems and controls to ensure that slavery and human trafficking do not occur anywhere within our supply chain.

Supplier adherence to our values

EA-RS Group adopts a zero-tolerance stance on modern slavery within our organisation and throughout our supply chain. Our employment practices adhere to relevant employment and health and safety legislation, giving us confidence that there is no occurrence of slavery, child exploitation, or human trafficking within our organisation. During our onboarding process, all employees must provide documentation to verify their eligibility to work in the UK. EA-RS Fire Management and all its subsidiaries fully comply with the legislative requirements of both the National Minimum wage and the National Living Wage. Additionally, we ensure that the employment agencies we engage with are also fully compliant with applicable legislation.

Due diligence processes for slavery and human trafficking

EA-RS Fire Management continues to maintain a significantly larger number of relationships with suppliers and contractors through its subsidiaries necessitating a risk-based approach to ensure that there is no slavery or human trafficking within our organisation or supply chain.

To identify and mitigate risks, we continue to conduct review of our supply chain across the group to pinpoint and assess any potential areas of concern. The integration of our group has led to a reduction and rationalization of our supplier relationships. We are committed to enhancing our supplier due diligence process to identify high-risk relationships within our expanded supplier base.

EA-RS Fire Management Ltd will terminate any relationship with suppliers who do not engage with this process, and we require all new supplier to confirm their adherence to the EA-RS Group values as a mandatory part of our onboarding process.

Within the year, we will continue to develop and implement a supplier code of conduct, that requires supplier and contractors to adhere to our principles. This code will address modern slavery as well as broader environmental, social, and governance (ESG) concerns

Training and identifying risks.

To ensure our employees have a thorough understanding of modern slavery and human trafficking, we provide all current and new employees with Modern Slavery training through our online academy every two years. The training is designed to keep them informed about any legislative changes and to raise awareness of the risks that modern slavery and human trafficking pose to individuals and the organisation.

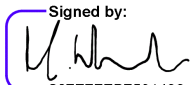
All employees also have access to a comprehensive suite of online training through our academy, which includes topics such as whistleblowing, to keep them updated on legislation and the necessary actions to take. We make our suite of policies and procedures available to all employees, contractors and suppliers, which includes information on our approach to combating modern slavery and our whistleblowing procedures.

We encourage all employees to report any concerns related to modern slavery, assuring them that this concern will be taken very seriously and addressed promptly.

Our Objectives for the next 12 months

- Continue to invest in our employees to provide them with the necessary training to effectively identify any potential risks or suspected misconduct.
- Continue to assess and evaluate the risk of modern slavery and human trafficking within our organisation and throughout our supply chain.
- Continue to develop supplier code of conduct which we will ask suppliers and contractors to adhere to.
- Continue to educate our employees on the signs of slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the financial year ending 30th September 2026. It was approved by our board on 17.07.2026.

Signed 
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Position Director

Date 23/7/2026