

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 January 2025 to 31 December 2025 in accordance with the Modern Slavery Act 2015.

The statement sets down Protec International Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

## Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including requiring all staff to have completed training on modern slavery by use of labour monitoring and payroll systems.

## Organisational structure and supply chains

This statement covers the business activities of Protec International Ltd which are as follows:

Protec International Ltd is the UK's market leading supplier of Temporary Protection Materials to the construction and house building sectors. Since 1993 we have been providing wide-ranging solutions to help prevent costly damages to fixtures and finishes. Protec International Limited head office and manufacturing facilities are within the UK. We have an annual turnover in excess of £25m.

The Company currently operates in most countries including EMEA & Europe.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. As part of our initiative to identify and mitigate risk we undertake Supplier questionnaires and regular external audits to our suppliers. We build long standing relationships with our suppliers and communicate our expected business



standards and behaviors. We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

Our Safeguarding policies include specific guidance for staff on how to recognise signs of abuse, including slavery, human trafficking, forced labour and domestic servitude among our customers and clients and how to respond to and escalate any concerns. Risk Mitigation Act promptly where a compliance breach has been identified or flagged. Continue to feed-back lessons learnt into the compliance risk management process.

Protec's statement is within the Protec Staff Handbook, Section 8.12 Fraud & Malpractice.

### **Responsibility for the Company's anti-slavery initiatives is as follows:**

1.1 Policies: James Harrison is responsible for creating and reviewing policies at the annual Management Review Meetings. The policies are subject to review and if applicable changes are made and re-issued.

1.2 Risk assessments: James Harrison is responsible for risk assessments in respect of human rights and modern by a process of annual Supplier questionnaires and regular external audits to our suppliers.

1.3 James Harrison is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

### **Training**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, this is part of the Induction Programme.

### **Policies**

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.

2.2 **Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.

2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we work responsibly with suppliers and local communities.

### **Due Diligence Processes for Slavery and Human Trafficking**

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The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes e.g. building long-standing relationships with suppliers and making clear our expectations of business partners AND/OR evaluating the modern slavery and human trafficking risks of each new supplier AND/OR invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

This Modern Slavery and Human Trafficking Statement will be annually reviewed and updated as necessary. The Management Team endorses this policy statement and is fully committed to its implementation.

Signed



**James Harrison CEO**

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