



# MODERN SLAVERY STATEMENT

## 1. Policy Statement

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and outlines the approach adopted by Lil Fire to prevent modern slavery and human trafficking within its operations and supply chains.

Lil Fire is committed to conducting business ethically and responsibly, with respect for human rights. Although Lil Fire does not currently hold ISO accredited management systems, the company seeks to align its policies and practices with the principles of recognised international standards, including ISO 9001, ISO 14001, and ISO 45001, where appropriate to the size and nature of the organisation.

## 2. Organisational Context

Lil Fire operates within the fire safety and fire protection sector, delivering professional consultancy, design, coordination, and advisory services primarily within the United Kingdom.

The organisation is led by its directors, who retain overall responsibility for ethical conduct, compliance, and risk management. The scale and structure of the business allow for direct oversight of activities and supplier relationships.

## 3. Leadership and Commitment

Senior management demonstrates leadership and commitment to preventing modern slavery by:

- Establishing clear expectations of ethical behaviour
- Promoting a culture of openness and responsibility
- Integrating modern slavery considerations into business decision making
- Responsibility for oversight of this policy rests with the directors of Lil Fire.

## 4. Risk Based Approach

In line with ISO risk based thinking principles, Lil Fire assesses the potential risks of modern slavery within its operations and supply chains.

Due to the nature of the services provided and the profile of our suppliers, the overall risk is considered low. However, risk awareness is maintained, and controls are applied proportionately to mitigate potential exposure.

## 5. Supply Chain Management

Lil Fire's supply chains are limited and primarily consist of professional service providers, specialist subcontractors, and technical suppliers.

Where appropriate, Lil Fire seeks to:

- Work with reputable and established suppliers
- Communicate expectations regarding ethical conduct and legal compliance
- Review supplier relationships where concerns are identified

Lil Fire reserves the right to cease working with any supplier found to be engaging in unethical or unlawful practices.

## 6. Operational Controls

To support the prevention of modern slavery, Lil Fire applies practical and proportionate controls, including:

- Direct engagement with suppliers and subcontractors
- Oversight of working practices on projects where applicable
- Monitoring of issues raised through normal business communication channels

These controls are reviewed periodically to ensure continued effectiveness.

## 7. Awareness and Competence

Lil Fire ensures that directors and key personnel have an appropriate level of awareness regarding modern slavery and human trafficking risks.

This awareness is maintained through professional experience, industry guidance, and internal communication rather than formal training programmes, reflecting the size and structure of the organisation.

## 8. Reporting and Non Conformity

Any concerns relating to modern slavery or unethical practices can be raised directly with management.

All reported concerns will be:

- Taken seriously
- Assessed promptly
- Addressed through appropriate corrective action where required

This approach aligns with ISO principles of non conformity, corrective action, and continual improvement.

## 9. Monitoring and Review

Lil Fire is committed to the continual improvement of its ethical and governance practices.

This statement will be reviewed annually, or earlier if changes occur within the business or its supply chains that may affect its relevance or effectiveness.



**Andy Lilly**  
CEO

1<sup>st</sup> November 2025