

# Modern Slavery and Human Trafficking Policy

## Introduction

This Modern Slavery and Human Trafficking Policy relates to actions and activities of Ahmarra during the period of 1st January 2023 to 31<sup>st</sup> December 2023.

The statement sets down Ahmarra's 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.

## Organisational structure

This statement covers the business activities of Ahmarra which are as follows:

Supply and Installation of fire doors and associated joinery and architectural ironmongery.

The Company operates in the United Kingdom only and all staff are employed directly by Ahmarra.

We do not use agencies, seasonal workers or migrant workers.

## Training


To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to attend modern slavery and human trafficking awareness training every 24 months.

## 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.

On behalf of Ahmarra

Signature		Name	Tim Doran	Position	Managing Director	Date	4 <sup>th</sup> January 2024
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- 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. **Employee Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 3. **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

**Due Diligence Process for Slavery and Human Trafficking**

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes issuing a PQQ to new or prospective suppliers and building long-standing relationships with suppliers.

Timber is sourced from Chain of Custody suppliers and Ahmarra hold COC certification and abide by it's principles and the Company is audited annually by a 3<sup>rd</sup> party certification body.

**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 requiring all staff to have completed training on modern slavery at induction and every 24 months thereon.

The company undertakes an annually Chain of Custody audit by a 3<sup>rd</sup> party certification body to verify our compliance with the COC standard, which includes the avoidance of Modern Slavery & Human Trafficking.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Directors of Ahmarra endorse this policy statement and are fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

On behalf of Ahmarra

Signature		Name	Tim Doran	Position	Managing Director	Date	4 <sup>th</sup> January 2024
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