

AFSSA™

Annual Floor Safety Standard Assurance

MODERN SLAVERY POLICY

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Document Owner	Sonny Webb, Founder & Lead Assessor
Approved By	Sonny Webb, AFSSA
Status	Active

1. Purpose

This Modern Slavery Policy sets out AFSSA's commitment to preventing modern slavery and human trafficking in its own operations and, where possible, in its supply chain.

Modern slavery is a serious crime and a violation of fundamental human rights. It takes a number of forms, including slavery, servitude, forced and compulsory labour and human trafficking. AFSSA is committed to acting ethically, transparently and with integrity in all its business dealings.

2. Scope

This policy applies to all individuals working for or on behalf of AFSSA, including the Founder, assessors and any associates, contractors or suppliers engaged in connection with AFSSA activity.

3. Policy Statement

AFSSA has a zero-tolerance approach to modern slavery and human trafficking. AFSSA will not knowingly engage with any individual, organisation or supply chain partner that is involved in or associated with modern slavery or human trafficking.

AFSSA is committed to:

- Conducting its own operations in a manner that does not involve modern slavery or human trafficking
- Taking reasonable steps to identify and address modern slavery risks in its supply chain
- Raising awareness of modern slavery among those working under the AFSSA framework
- Encouraging the reporting of any concerns relating to modern slavery

4. Our Operations

AFSSA is a small, independent flooring assessment and assurance business. Its operations are primarily professional and service-based, involving site assessment, reporting and documentation. AFSSA does not manufacture products and does not operate in sectors commonly associated with high modern slavery risk. Nevertheless, AFSSA recognises the importance of maintaining vigilance.

5. Supply Chain

AFSSA engages with a small number of suppliers and service providers in connection with its business operations, including technology, professional services and communications. AFSSA will take reasonable steps to ensure that its supply chain reflects its values and does not involve modern slavery or human trafficking.

Where AFSSA engages new suppliers, it will consider modern slavery risk as part of its due diligence process.

6. Indicators of Modern Slavery

Indicators that may suggest modern slavery is taking place include:

- Individuals who appear to be under the control of another person
- Individuals who appear to be living and working in poor conditions
- Individuals who are not in control of their own identity documents
- Individuals who appear fearful or reluctant to speak for themselves
- Individuals who are paid significantly below market rate or who have wages deducted for accommodation or equipment

If any individual working for or on behalf of AFSSA has reasonable grounds to suspect modern slavery in any context connected to AFSSA's operations or supply chain, they must report this to the Founder immediately.

7. Reporting Concerns

Any concerns about modern slavery or human trafficking should be reported to Sonny Webb, Founder, as soon as reasonably practicable. AFSSA will take all reports seriously and respond appropriately.

Concerns can also be reported externally to the Modern Slavery Helpline on 08000 121 700 or to the relevant authorities.

8. Review

This policy will be reviewed annually or following any material change in AFSSA's operations, supply chain or applicable legislation.

9. Related Documents

- Code of Conduct
- Equality, Diversity & Inclusion Policy
- Health & Safety Policy

10. Document Control

Policy Owner	Sonny Webb, Founder & Lead Assessor, AFSSA
Review Frequency	Annual, or following material change to the business or framework
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