



Modern Slavery Statement

Introduction

The Modern Slavery Act 2015 requires businesses with an annual turnover of £36m or more to report on what they are doing to combat slavery and include a modern slavery statement in each annual report. LockRite Locksmiths doesn't fall into this category, we have however made a commitment to be diligent and compliant with the act.

Accordingly, we have agreed to adopt the following:

1 Boost awareness

The only way that employees will be able to spot someone who's being forced to work - and have the confidence to report their concerns - is if they're fully aware of the issue of modern slavery and how it presents day to day. This applies to anyone who's being exploited into forced labour, too.

Stronger Together suggests showing awareness-raising videos during team meetings, including a relevant blog post in our newsletter and putting up posters in key languages around your workplace (including in the toilets) when the need arises.

2 Encourage people to watch for signs - and act

It has been deemed that 4 out of 10 people aren't sure what modern slavery is, as an employer we encourage teams to watch out for signs of exploitation in anyone they interact with as part of their work.

It is noted that the main signs that someone is in slavery are:

- appearing to be under the control of someone else and reluctant to interact with others
- appearing frightened, withdrawn or showing signs of physical or psychological abuse
- not appearing free to leave or move around their surroundings

If you spot any of the above, please report to your direct manager, your assistance in this matter will be treated with the upmost respect and confidentiality.

3 Know your supply chain

Our business has a moral responsibility to make sure that slavery isn't used in producing the product or service that we sell.

Although we might be certain that our business is clear of exploitative practices, it's harder to say the same about every link in our supply chain or through our involvement with our business partners.

It's key to have an honest and transparent view of our supply chains. Do we know which parts of our supply chain could be most vulnerable to exploitative practices?



LockRite Locksmiths Ltd

A positive step is to let our suppliers know that we are committed to tackling modern slavery, we have a modern slavery statement listed on our intranet SWAPS file.

4 Don't cut corners with recruitment

It's crucial that we have the same level of confidence in any agencies or labour providers that we use for personnel.

We must ensure that we don't cut corners and that we conduct stringent checks in our supply of agency labour to organisations.

Less reputable recruitment agencies might not be proactive in tackling hidden labour exploitation. There's a risk they won't comply to the relevant regulations, which means vulnerable workers will suffer and our business will be at greater risk of heavy penalties.

5 Be committed - and communicate this

Of course, we have a huge moral case to make about playing a pivotal role in the fight against human trafficking, forced labour and slavery, it's worth bearing in mind that allegations of modern slavery - even in our supply chain - could also significantly damage our business' reputation.

Protecting vulnerable workers is overwhelmingly the right thing to do, in so many ways.

Take action

Find out more about Stronger Together at <https://www.stronger2gether.org>.

If you suspect someone is a victim of slavery, speak to your manager or call the Modern Slavery Helpline on 08000 121 700 .

This Statement is endorsed by the Board and Senior Management at LockRite Locksmiths Ltd on this date 10/01/2025.