



Modern Slavery Statement

16 October 2024

HR-PL-EQ-016-V2



BB7

Revision History

Version	Date	Author	Comments
01	08.07.2024	Carla Jackson	
02	16.10.2024	Linda Douglas	Additional clauses added from 1.1 – 1.4

Document reference
HR-PL-EQ-016-V2

Prepared by	Carla Jackson carla@bbseven.com	Click to enter BB7 address
-------------	------------------------------------	----------------------------

Reviewed by	Linda Douglas CPO For and on behalf of BB7 Group 08/07/2024	 
-------------	--	--

Prepared for	All Staff External Partners where appropriate
--------------	--

BB7 is a trading name of Omega Fire Engineering Limited. Omega Fire Engineering Limited is a private limited company incorporated in England and Wales with registered number 06959525 and with its registered address at The Old Surgery, The Historic Dockyard, Chatham, Kent, ME4 4TZ UK. VAT reg No: 322570036

BB7 is a trading name of BB7 Fire Limited. BB7 Fire Limited is a private limited company incorporated in England and Wales with registered number 07088332 and with its registered address at The Old Surgery, The Historic Dockyard, Chatham, Kent, ME4 4TZ UK. VAT reg No: 322570036

BB7 is a trading name of BB7 Consulting Limited. BB7 Consulting Limited is a private limited company incorporated in England and Wales with registered number 13111820 and with its registered address at The Old Surgery, The Historic Dockyard, Chatham, Kent, ME4 4TZ UK. VAT reg No: 322570036

BB7 is the trading name of Goldsmith Engineering DUB Limited. Goldsmith Engineering DUB Limited incorporated and registered in Republic of Ireland with company number 544488 whose registered office is at Mount Pleasant Business Centre, Ranelagh, Dublin, D06 N925. VAT reg No: IE 3276416FH

Contents

1. Modern Slavery Policy	4
1.1 Introduction	4
1.2 Our Commitment	4
1.3 Right to Work Process	4
1.4 Our Policies	4
1.1 Organisation	5
1.2 Organisational structure	5
1.3 Definitions	5
1.4 Commitment	6
1.5 Potential exposure	6
1.6 Due Diligence & Risk Management	6
1.5 Continuous Improvement	6
1.7 Approval	6

1. Modern Slavery Policy

1.1 Introduction

This Modern Slavery Statement outlines our commitment to combating modern slavery and human trafficking in all forms. We recognise our responsibility to ensure that our operations and supply chains are free from exploitation and uphold the rights of all individuals.

1.2 Our Commitment

We are dedicated to maintaining a work environment that respects and promotes the following principles:

- **Right to Work:** We believe that every individual has the right to work in an environment free from coercion, intimidation, and exploitation. We ensure that all employees have the right to freely choose their employment and that they are informed of their rights.
- **Fair Recruitment Practices:** We employ fair recruitment practices, ensuring that all job advertisements are transparent and inclusive. We do not engage third-party recruiters who do not adhere to our ethical standards.
- **Employee Rights:** We respect the rights of our employees, including their right to receive fair wages, safe working conditions, and the freedom to join unions. We provide channels for employees to report concerns without fear of retaliation.
- **Supply Chain Transparency:** We conduct regular audits and assessments of our suppliers to identify and address any risks of modern slavery. We require our suppliers to adhere to our ethical standards and ensure that their own supply chains are free from exploitation.

1.3 Right to Work Process

The Right to Work process ensures that all employees have the legal right to work in their respective roles. This process includes:

1. **Legal Compliance:** We comply with all applicable laws regarding the right to work in the countries where we operate. This includes verifying the eligibility of all employees to work in their respective roles.
2. **Verification Process:** Prior to employment, we conduct background checks and document verification to confirm that all employees have the right to work. This process includes reviewing relevant identification and work authorisation documents.
3. **Employee Support:** We provide resources and support to employees regarding their right to work, including information about visa applications and renewals, as well as access to legal advice when needed.
4. **Non-Discrimination:** We do not discriminate against individuals based on their nationality, ethnicity, or immigration status. Our hiring practices are based solely on qualifications and suitability for the role.
5. **Reporting:** We encourage employees to report any concerns related to the right to work without fear of retaliation. Reports can be made confidentially through our established channels.

By upholding the right to work, we contribute to a fair and ethical workplace, ensuring that all individuals can thrive and succeed in their roles.

1.4 Our Policies

We have developed and implemented key policies to address modern slavery risks, including:

- **Code of Conduct:** All employees and partners are expected to uphold the highest ethical standards, including a commitment to prevent forced labour and human trafficking.

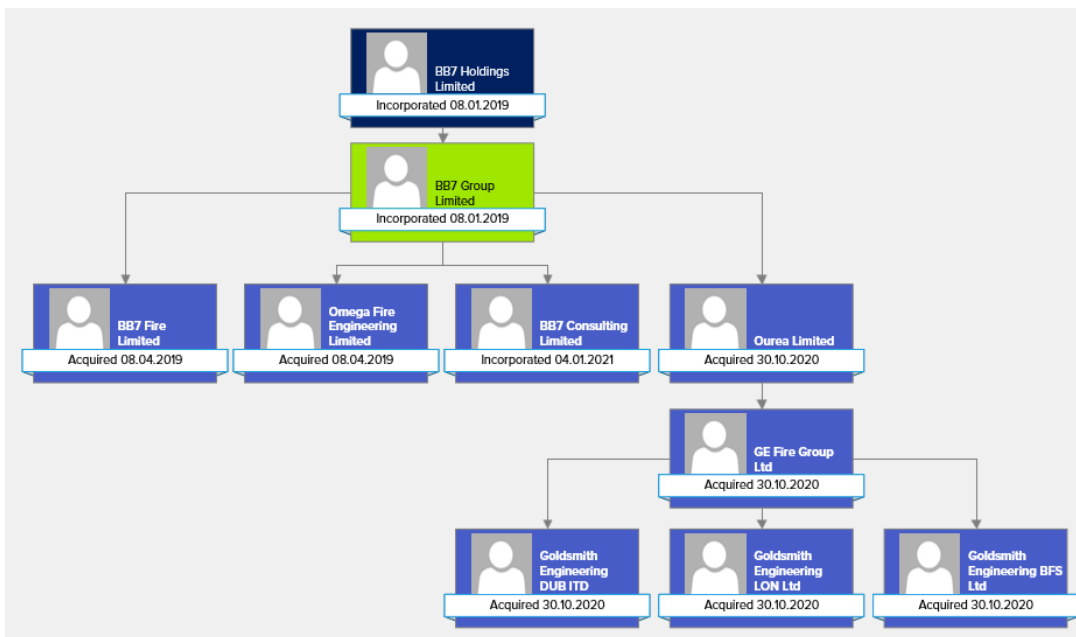
- **Supplier Code of Ethics:** We require all suppliers to meet our ethical standards.
- **ESG Policy:** with accompanying action plan

1.1 Organisation

This statement applies to BB7 (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2023/24.

1.2 Organisational structure

The organisational structure at BB7 is under several entities as shown below:



BB7 has nine office spaces across the UK, Northern Ireland, Republic of Ireland and Cyprus.

Employees work under the following four disciplines:

- Fire Safety Engineering
- Fire Safety Assurance
- Fire Risk Management
- Security Consulting

There is also a corporate services team supporting each discipline.

Office locations can be reviewed on our website – www.bbseven.com

The main activity carried out by the Organisation is professional services in life safety (specifically Fire) working closely with developers, architects, and local authorities providing fire strategies and specialist professional services. Demand for our services is consistently high throughout the year and is therefore not seasonal.

1.3 Definitions

BB7 considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity, or being bought or sold as property

- being physically constrained or having restrictions placed on freedom of movement.

1.4 Commitment

BB7 acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions of the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

BB7 does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude, and forced or compulsory labour.

No labour provided to us in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. BB7 strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK, Republic of Ireland, Cyprus, Spain, and Portugal, and in many cases exceeds those minimums in relation to its employees.

1.5 Potential exposure

In general, we consider its exposure to slavery/human trafficking to be relatively limited. Nonetheless, BB7 has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

1.6 Due Diligence & Risk Management

We implement a robust due diligence process to assess and mitigate the risk of modern slavery within our organisation and supply chains.

The Organisation has not, to its knowledge, conducted any business with another organisation that has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Actions taken to embed a zero-tolerance policy towards modern slavery
- Training provided to staff on modern slavery.
- Risk assessments
- Regular monitoring and auditing of suppliers and contractors
- Encouraging open communication for employees to report concerns

1.5 Continuous Improvement

BB7 is committed to continuous improvement in our approach to preventing modern slavery. We will continue to strengthen our policies, conduct audits, and collaborate with industry partners to raise awareness and address modern slavery risks.

1.7 Approval

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed:



Print name: Linda Douglas
Job Title: Chief People Officer
Date: 16/10/2024

We create safe spaces
where people, businesses
and communities thrive.