

CHECKMATE GROUP
 MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT
 FOR THE FINANCIAL YEAR OCTOBER 2023 to SEPTEMBER 2024

Introduction

This antislavery and human trafficking statement is made on behalf of Checkmate Group pursuant to section 54(1) Modern Slavery Act 2015.

Our Business

Checkmate Group is the UK’s leading passive fire protection specialist, supplying comprehensive range of accredited survey, installation, and compliance services to the public and private sector organisations across the country. Checkmate Group maintain passive and active fire safety and security in circa 1500 buildings, including approximately 30,000+ fire door remediations or replacements each year. From planning to installation, Checkmate Group provides a one stop solution, encompassing a breadth of products and tackles the majority of passive and active fire related issues for its extensive client base.

Checkmate Group employs more than 200 people and delivers projects across the UK, with offices based at 5 locations.

Checkmate Group has an annual turnover in excess of £40 million.

Our Supply Chains

Checkmate Group is committed to supporting the eradication and takes a zero-tolerance approach to modern slavery, forced or compulsory labour, human trafficking, and exploitation. Our supply chains are expected to act in a way that is consistent with the Checkmate Way and the ISO9001 business management system.

The main Modern Slavery risk affecting Checkmate Group is in relation to the use of contracted site workers and suppliers. Checkmate Group will ensure compliance through the use of specific Modern Slavery contractual terms, engaging in discussion around the issue with our key suppliers, monitoring our existing supply chain, carrying out due diligence prior to the appointment of new suppliers and internal audit programmes.

Our Policies and Controls

Checkmate Group have implemented a Modern Slavery & Human Trafficking Policy reflecting our commitment to act ethically and with integrity in all our business relationships, to implement and enforce effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chain.

Checkmate Group have implemented a Whistleblowing Policy and operates a whistleblowing procedure so that employees can confidentially report any suspected or actual legal or ethical wrongdoing.

On joining the business, employees are provided with access to our, Modern Slavery & Human Trafficking and associated policies as part of their induction.

Checkmate Group will continue to seek to work in partnership with our suppliers and customers to support their own Modern Slavery initiatives.

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DUE DILIGENCE PROCESSES

As part of our initiative to identify and mitigate risk, Checkmate Group will:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.
- Where appropriate, carry out enhanced due diligence checks against individuals and corporate entities.

Checkmate Group are committed to ensuring minimum wages are paid and imposing reasonable working hours and conditions.

RISK MANAGEMENT AND ASSESSMENT OF EFFECTIVENESS

Checkmate Group measure our effectiveness in combating slavery and human trafficking by using key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking are not taking place in any part of our business or supply chains including monitoring for references to slavery through the whistleblowing procedure and auditing our approved supplier processes.

Checkmate Group will continuously seek to further develop our suite of policies and introduce additional KPIs to assist with monitoring the effectiveness of our policies going forward.

TRAINING

All employees will receive a copy of the modern slavery and human trafficking policy and a statement on their induction to the business. A copy of the Modern Slavery and human trafficking Policy will be accessible to all employees on our intranet site, and a copy of the Modern Slavery statement will be accessible on our company website and a hard copy can be obtained from any of our offices.

Following a review of the effectiveness of the steps Checkmate Group have taken this year to ensure that there is no slavery or human trafficking in our supply chains, Checkmate Group intend to seek to further develop our suite of policies and introduce additional KPIs to assist with monitoring the effectiveness of our policies going forward.

Checkmate Group have also introduced compulsory online training for all our employees.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (and in the case of our business activities in Scotland is made pursuant to the Human Trafficking and Exploitation (Scotland) Act 2015) and constitutes Checkmate Group modern slavery and human trafficking statement for the financial year ending 30 September 2024.



John Lewthwaite
Chief Executive Officer
November 2023

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