



# MODERN SLAVERY STATEMENT 2025



## Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Aico has taken to prevent modern slavery and human trafficking in its operations and supply chains during the period of 2025.

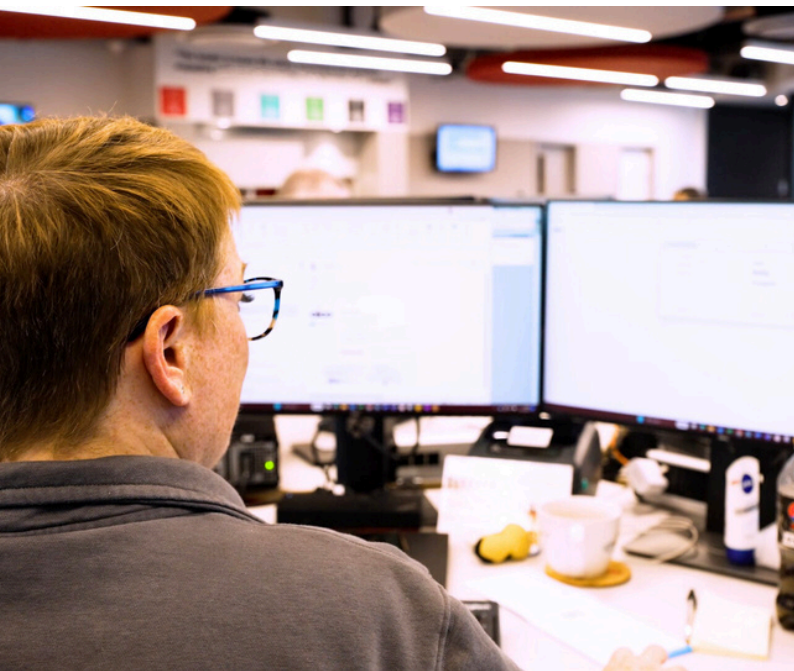
## Our Business & Supply Chain

Aico is a market leader in domestic fire and carbon monoxide detection, supplying a range of products and services across the UK. Our supply chain primarily consists of product manufacturers, distributors, and service providers, with our primary supplier relationships based in UK, Europe.

While we recognise that modern slavery is a global issue, the nature of our business means that we have limited exposure to high-risk sectors such as agriculture, textiles, or large-scale construction. However, we remain committed to acting responsibly and with integrity in all our business dealings.

# Policies & Governance

We have a Modern Slavery and Human Trafficking Policy in place, which outlines our commitment to ethical business practices. This policy applies to all employees, suppliers, and business partners and is reviewed annually to ensure ongoing compliance with relevant laws and regulations.



# Risk Management

While Aico does not currently conduct direct audits of its supply chain, we undertake the following basic due diligence measures:

- **Supplier Code of Conduct**  
Our suppliers are expected to comply with UK labour laws and uphold ethical working practices.
- **Contractual Obligations**  
Modern slavery clauses are included in supplier agreements where appropriate.
- **Whistleblowing Mechanism**  
Employees and business partners can report concerns related to modern slavery through internal reporting channels.

At this stage, we do not carry out extensive supply chain audits but remain open to strengthening our processes as we continue to assess our risk exposure.






## Training & Awareness

We provide basic training to relevant employees to raise awareness of modern slavery and human trafficking. This ensures that key staff members understand the signs of exploitation and how to report concerns.

## Future Steps

Given the limited risks within our direct operations, our current approach has been focused on policy implementation and supplier engagement. However, we acknowledge that modern slavery risks evolve, and we aim to:

-  Increase transparency in our supply chain, particularly for high-risk suppliers.
-  Explore the feasibility of supplier audits in the future.
-  Continue to review and enhance our modern slavery training for employees.

This statement is reviewed annually and we remain committed to improving our practices and ensuring that modern slavery and human trafficking have no place in our business or supply chain.