



FASTVIEW360

superfast video monitoring

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

2026



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Policy Statement

Fastview360 Ltd is committed to conducting business ethically, responsibly, and with integrity. We recognise that modern slavery is a serious crime and a violation of fundamental human rights.

Modern slavery encompasses slavery, servitude, forced or compulsory labour, debt bondage, human trafficking, child labour, and the exploitation of vulnerable individuals. These practices deprive individuals of their freedom for personal or commercial gain and are unacceptable in any form.

Fastview360 Ltd operates a zero-tolerance approach to modern slavery and human trafficking. We are committed to implementing and maintaining effective systems and controls to prevent modern slavery within our business operations and supply chains.

We are also committed to promoting transparency and accountability throughout our business relationships and expect the same high standards from all suppliers, contractors, subcontractors, labour providers, consultants, and business partners.

As part of our procurement and supplier management processes, we seek assurances that suppliers prohibit the use of forced, compulsory, trafficked, or exploited labour and that equivalent standards are promoted throughout their own supply chains.

This policy applies to all persons working for or on behalf of Fastview360 Ltd in any capacity, including:

- Employees
- Directors and officers
- Agency workers
- Temporary workers
- Contractors and subcontractors
- Consultants
- Volunteers
- Apprentices
- Third-party representatives
- Suppliers and business partners where applicable

This policy does not form part of any employee's contract of employment and may be amended from time to time.

Objectives

The objectives of this policy are to:

- Prevent modern slavery and human trafficking within our business and supply chains.
- Promote ethical business practices and responsible sourcing.
- Raise awareness of modern slavery risks and indicators.
- Ensure effective reporting and investigation of concerns.
- Protect workers from exploitation, abuse, coercion, and unfair treatment.
- Support compliance with legal and client requirements.
- Encourage continuous improvement in supply chain due diligence.

Responsibility for the Policy

The Managing Director has overall responsibility for ensuring compliance with this policy and for promoting ethical business practices throughout the organisation.

Senior managers are responsible for:

- Implementing this policy within their areas of responsibility.
- Monitoring compliance.
- Identifying potential modern slavery risks.
- Supporting investigations where concerns are raised.
- Ensuring employees receive appropriate training and awareness.

Managers at all levels are responsible for ensuring that individuals under their supervision understand and comply with this policy.

All employees and workers share responsibility for preventing, identifying, and reporting potential modern slavery concerns.

Risk Assessment and Due Diligence

Fastview360 Ltd will take proportionate steps to identify, assess, and manage modern slavery risks within its operations and supply chains.

This may include:

- Supplier due diligence and onboarding checks.
- Review of labour sourcing arrangements.
- Verification of supplier compliance with applicable employment legislation.
- Risk-based assessment of suppliers, contractors, labour providers, and subcontractors.
- Monitoring of high-risk sectors, services, or geographical locations where applicable.
- Review of supplier performance and ethical practices.
- Contractual requirements relating to compliance with modern slavery legislation.

Where concerns are identified, additional monitoring, corrective actions, or termination of business relationships may be considered.

Ethical Recruitment and Employment Practices

Fastview360 Ltd is committed to fair and lawful employment practices.

The Company will:

- Verify an individual's legal right to work where required by law.
- Ensure workers are employed voluntarily.
- Prohibit the retention of passports, identity documents, or personal belongings as a condition of employment.
- Prohibit recruitment fees being charged to workers by the Company.
- Comply with employment, wage, and working time legislation.
- Promote equal treatment and fair working conditions.

The Company expects labour providers and recruitment agencies to operate to equivalent standards.

Compliance with the Policy

All employees, workers, contractors, and business partners must comply with this policy. Individuals must not engage in, facilitate, or ignore any activity that could constitute modern slavery, human trafficking, forced labour, or exploitation.

All personnel are expected to remain vigilant to indicators of modern slavery, which may include:

- Evidence of coercion, threats, or intimidation.
- Restrictions on freedom of movement.
- Workers appearing fearful, withdrawn, or unable to speak freely.
- Poor living or working conditions.
- Excessive working hours.
- Lack of control over identity documents.
- Unusual wage arrangements or debt bondage.

The presence of one or more indicators does not necessarily mean modern slavery is occurring but should be reported for further assessment.

Reporting Concerns

The prevention, detection, and reporting of modern slavery is the responsibility of everyone associated with Fastview360 Ltd.

Any individual who knows, suspects, or has concerns that modern slavery may be taking place must report their concerns immediately to:

- Their line manager;
- A member of senior management; or
- Through the Company's Whistleblowing Procedure.

Reports will be treated seriously and investigated appropriately.

Where necessary, the Company may seek guidance from relevant authorities, clients, or professional advisers

Protection for Whistleblowers

Fastview360 Ltd encourages openness and will support anyone who raises genuine concerns in good faith.

No employee or worker will suffer victimisation, retaliation, disciplinary action, or detrimental treatment for reporting a genuine concern relating to modern slavery, even if subsequent investigation finds no wrongdoing.

Any form of retaliation against an individual who raises a concern in good faith may itself be treated as a disciplinary matter.

Training and Awareness

The Company will provide appropriate training and awareness activities to help employees understand:

- The risks associated with modern slavery.
- Indicators of potential exploitation.
- Their responsibilities under this policy.
- Reporting procedures.

Additional training may be provided to employees involved in recruitment, supplier management, procurement, or contract management activities.

Supplier and Contractor Expectations

Fastview360 Ltd expects suppliers, contractors, and business partners to:

- Comply with applicable modern slavery legislation.
- Operate ethical employment practices.
- Cooperate with reasonable due diligence requests.
- Take appropriate action where modern slavery risks are identified.
- Cascade equivalent standards throughout their own supply chains where appropriate.

Failure to meet these expectations may result in corrective action, suspension, or termination of the business relationship.

Monitoring and Review

The effectiveness of this policy will be monitored through:

- Supplier reviews and due diligence activities.
- Internal audits where appropriate.
- Incident and concern reporting.
- Management review processes.
- Training and awareness programmes.

The policy will be reviewed at least annually, or sooner where required due to:

- Legislative changes.
- Organisational changes.
- Client requirements.
- Audit findings.
- Emerging risks or best practice developments.

Breaches of this Policy

Any employee who breaches this policy may be subject to disciplinary action, which may result in dismissal for misconduct or gross misconduct.

Fastview360 Ltd may terminate relationships with suppliers, contractors, consultants, labour providers, or other organisations acting on its behalf where they fail to comply with this policy or where modern slavery concerns are substantiated.

Signed:



Wayne Moss – Managing Director
Date: 11/06/2026

Signed:



Toby Fournier - Head of Legal
Date: 11/06/2026

Review Date – May 2027