



FASTVIEW360
superfast video monitoring

SUPPLY CHAIN SLAVERY AND ETHICAL LABOUR POLICY

2026



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Policy Statement

Fastview360 Ltd is committed to conducting business ethically and responsibly and to ensuring that slavery, servitude, forced or compulsory labour, debt bondage, child labour, and human trafficking do not occur within any part of our supply chain.

The Company adopts a zero-tolerance approach to modern slavery and expects all suppliers, contractors, subcontractors, labour providers, consultants, and business partners to uphold equivalent standards.

We recognise that preventing exploitation requires active due diligence, ongoing monitoring, and engagement with suppliers to encourage responsible labour practices and continual improvement.

This policy supports Fastview360 Ltd's wider commitments to ethical business conduct, human rights, supplier governance, and responsible procurement.

Scope

This policy applies to:

- All suppliers and subcontractors.
- Labour providers and recruitment agencies.
- Contractors and consultants.
- Service providers.
- Procurement and purchasing activities.
- Employees involved in supplier selection, onboarding, contract management, or supplier oversight.

The policy applies throughout supplier selection, onboarding, engagement, monitoring, renewal, and termination activities.

Objectives

Fastview360 aims to:

- Prevent modern slavery and labour exploitation within supply chains.
- Promote ethical sourcing and responsible supplier relationships.
- Identify and manage modern slavery risks proportionately.
- Improve transparency and supplier accountability.
- Encourage reporting and early intervention.
- Support continual improvement in labour standards.

Supplier Due Diligence

Fastview360 Ltd will apply a proportionate, risk-based approach to supplier due diligence.

Supplier evaluation may consider:

- Nature of goods or services supplied.
- Use of temporary labour or subcontracting.

- Geographic location of operations.
- Labour intensity of services.
- Previous compliance history.
- Ethical and employment practices.
- Existing certifications or assurance arrangements.

Due diligence activities may include:

- Supplier onboarding questionnaires.
- Review of supplier policies and declarations.
- Verification of company credentials.
- Review of publicly available information.
- Confirmation of legal compliance.
- Risk categorisation.

Higher-risk suppliers may require enhanced monitoring.

Supplier Standards and Contractual Requirements

Fastview360 Ltd expects suppliers to:

- Comply with applicable employment and modern slavery legislation.
- Prohibit forced, bonded, trafficked, involuntary, or exploitative labour.
- Prohibit retention of identity documents.
- Ensure employment is voluntary.
- Operate lawful recruitment practices.
- Provide safe and fair working conditions.
- Maintain legally compliant working hours and remuneration.
- Respect worker dignity and human rights.

Supplier agreements may include contractual provisions requiring suppliers to:

- Comply with this policy.
- Permit reasonable due diligence activities.
- Notify FastView360 Ltd of material labour concerns.
- Cascade equivalent standards to their own supply chains where appropriate.

Ethical Recruitment Expectations

Fastview360 Ltd expects suppliers and labour providers to operate responsible recruitment practices.

This includes:

- No worker recruitment fees.
- No coercion or debt arrangements.
- Transparent employment terms.
- Legal right-to-work verification where required.
- Fair treatment of agency and temporary workers.

Particular consideration should be given to protecting vulnerable workers.

Auditing, Monitoring and Supplier Review

Supplier monitoring will be proportionate to identified risk.

Monitoring activities may include:

- Supplier performance reviews.
- Compliance questionnaires.
- Site visits where appropriate.
- Independent audits.
- Review meetings.
- Corrective action tracking.

Where concerns arise, Fastview360 Ltd may:

- request additional information;
- require corrective action plans;
- increase monitoring;
- suspend activities; or
- terminate supplier relationships.

The Company recognises that remediation and improvement may be appropriate before termination where this supports worker welfare and legal compliance.

Supporting and Whistleblowing

All employees and stakeholders are encouraged to report concerns relating to:

- forced labour;
- human trafficking;
- exploitation;
- coercion;
- unethical recruitment;
- labour abuses.

Concerns should be raised through:

- line management;
- senior management; or
- the Company's Whistleblowing Procedure.

Reports will be investigated appropriately and treated confidentially where possible.

Fastview360 Ltd is committed to protecting individuals who raise concerns in good faith from retaliation or detrimental treatment.

Training and Awareness

Fastview360 Ltd will provide proportionate awareness and training to relevant employees.

Training may include:

- identifying indicators of modern slavery;
- recognising supply chain risks;
- supplier due diligence expectations;
- reporting procedures;
- responsibilities under Company policies.

Additional training may be provided to procurement, management, and contract management personnel.

Continuous Improvement

Fastview360 Ltd is committed to continually improving supply chain governance.

Improvement activities may include:

- reviewing supplier risk assessments;
- enhancing onboarding processes;
- strengthening contractual requirements;
- improving training and awareness;
- reviewing lessons learned and emerging guidance.

Suppliers may be engaged to support improvements in labour and human rights standards.

Roles and Responsibilities

Managing Director

- Provide oversight and support implementation of this policy.
- Review significant risks and actions.

Procurement / Buying Function

- Implement supplier due diligence processes.
- Maintain supplier compliance records.
- Coordinate supplier reviews.

Managers

- Ensure suppliers under their control understand and comply with requirements.
- Escalate concerns promptly.

Employees

- Follow this policy and report concerns.

Record Keeping

The Company will maintain records where appropriate, including:

- supplier assessments;
- supplier declarations;
- audit findings;
- corrective actions;
- supplier reviews;
- training records;
- reported concerns.

Records shall be retained in accordance with Company document control and retention requirements.

Monitoring and Review

This policy will be reviewed at least annually or sooner where required following:

- legislative changes;
- audit findings;
- supplier concerns;
- organisational changes;
- client requirements.

Policy effectiveness will be monitored through supplier reviews, management oversight, and continual improvement activities.

Breach of Policy

Any supplier, contractor, labour provider, or business partner found to breach this policy may be subject to:

- corrective action requirements;
- increased monitoring;
- suspension of work; or
- termination of contract.

Employees who knowingly fail to uphold this policy may be subject to disciplinary action.

Signed:



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

Signed:



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

Review Date – May 2027