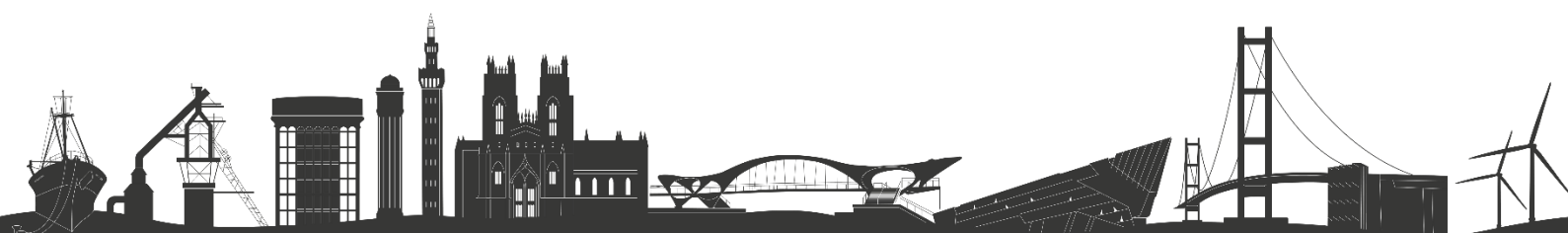




HUMBERSIDE
Fire & Rescue Service

Modern Slavery Statement 2025/26



Proud to Serve our Community

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1. INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The following definitions are encompassed within the term 'modern slavery' for the purposes of the Modern Slavery Act 2015:

- 'slavery' is where ownership is exercised over a person
- 'servitude' involves the obligation to provide services imposed by coercion
- 'forced or compulsory labour' involves work or service extracted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily
- 'human trafficking' concerns arranging or facilitating of another with a view to exploiting them

Humberside Fire Authority has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its own business, or in any of its supply chains.

2. ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Humberside Fire Authority is responsible for the Fire and Rescue Service across the four unitary authority areas of the East Riding of Yorkshire, Kingston upon Hull, North Lincolnshire and North East Lincolnshire, serving a population of almost one million people spread over more than 2,000 square miles.

Fire cover is provided 24-hours a day, every day of the year. All 999 calls are received by our Control room at Service Headquarters. Fire engines are then mobilised from 30 fire stations across the Service area. Each of the 47 front-line fire engines is equipped with state-of-the-art rescue equipment and there is also a fleet of specialist appliances, which are used during road traffic collisions, water rescues and other specialist rescues.

For further details of our structure please visit the About Us area of our website [here](#).

HFA spends around £11 million pounds each year on a wide range of goods and services including but not limited to:

- Operation Equipment
- Vehicles
- Professional Services
- IT hardware and software
- Cleaning Materials
- Office supplies

For the financial year 2025/26 orders were placed with 502 suppliers of which:

- 497 were located within the UK
- 3 were located within the EU
- 2 were located within the US
- 140 were located within the Humberside area

3. POLICIES IN RELATION TO MODERN SLAVERY AND HUMAN TRAFFICKING

The Authority's modern slavery and human trafficking statement reflects our commitment to acting ethically, vigilantly and with integrity in all business relationships; and implementing and enforcing systems and controls that seek to ensure slavery and human trafficking is not taking place in any areas of our business or supply chains.

The Authority will not support or deal with any business knowingly involved in slavery or human trafficking in any part of its operations.

Any instances of non-compliance will be assessed on a case-by-case basis and remedial action tailored appropriately.

The Authority's corporate governance framework ensures that the Modern Slavery Act and its implications are embedded within its business practices in order to reduce potential risk.

The Authorities Constitution can be found here via our website [here](#).

We have adopted the Ethical Principles and associated behaviours, under the Core Code of Ethics by National Fire Chiefs Council, Local Government Association and Association of Police and Crime Commissioners, which were launched in May 2021. These can be found [here](#).

The following policies are available to view via our website [here](#).

- Professional Standards Anti-Fraud and Corruption Policy
- Professional Standards Conduct Policy
- Disclosure and Barring Service Policy
- Procurement Policy
- Safer Recruitment Policy
- Safeguarding Policy
- Domestic Abuse Policy
- Training Policy
- Freedom to Speak Up Policy
- Professional Standards Whistleblowing Policy

4. BUSINESS RISK AND DUE DILIGENCE

The three main areas of risk in relation to slavery and human trafficking within Humberside Fire Authority are:

- Supply Chain.
- Employment/Recruitment.
- Prevention and Protection

The sections below highlight the work that has already taken place within each of the business areas highlighted above.

There are also new supply chain objectives for financial year 2024/2025 which demonstrates our ongoing commitment to mitigating any business risk relating to slavery and human trafficking.

Supply Chain

Key highlights of the work we have undertaken so far in reducing the risk of any slavery and human trafficking within our supply chain are set out below:

- The Fire Authority Constitution reflects changes brought about by the introduction of the Procurement Act 2023 in place of the Public Contract Regulations 2015.
- The Procurement Act 2023, introduced in February 2025 includes a debarment list which aims to minimise supplier-related risk in public procurement and incentivise suppliers to achieve excellent corporate compliance and standards of behaviour. A Minister of the Crown can make the decision to put a supplier on the debarment list. Our Procurement Team check the debarment list in each above threshold procurement process and must exclude (or have a discretion to exclude) suppliers if they are on the debarment list.
- We have reviewed and updated our standard terms of business with advice from our legal service provider, this includes the use of the Cabinet Office standard contracts. This work ensures that the latest regulatory changes are incorporated into our agreements.
- The Service's Head of Procurement and Senior Procurement Officers maintain competence through the annual CIPS (Chartered Institute of Procurement & Supply) Ethical Procurement and Supply module and test to maintain chartered professional status.
- Application of the pre-procurement policy delivery guidance which requires officers undertaking procurement to have regard for and assess Modern Slavery Risks at the outset of a project where the anticipated contract value is over £50,000.
- Implementation of revised contract management policy delivery guidance to embed a standard approach to monitoring and recording contract and supplier performance and identify supply chain risks relating to ethical compliance issues and financial and economic standing.
- To further strengthen the management of ethical and modern slavery risks within our supply chain, Humberside Fire Authority has implemented a Supplier Code of Conduct, which applies to all organisations that supply goods or services to the Authority.
- The Supplier Code of Conduct sets out the minimum standards of behaviour and compliance expected of suppliers and their own supply chains. It covers, among other matters, compliance with applicable laws and regulations, the prevention of modern slavery, human trafficking and child labour, respect for human rights, fair pay and working conditions, health and safety, data protection, environmental responsibility, and the prevention of bribery and corruption.
- The Code requires suppliers to take responsibility not only for their own operations but also for the actions of their agents, subcontractors and upstream suppliers involved in delivering goods or services to the Authority. Suppliers must ensure that appropriate systems and controls are in place to monitor compliance and, on request, be able to demonstrate adherence to the Code's requirements.
- The Supplier Code of Conduct complements our contractual terms and forms part of our wider due diligence framework. It provides the Authority with a clear mechanism to identify, assess and address ethical risks, including risks associated with modern slavery, throughout the life of a contract. Where non-compliance is identified, the Authority may

require remedial action or, in serious cases, terminate contractual arrangements.

Employment/Recruitment

Due to our comprehensive People and Culture policies and processes, we consider the risk of slavery, including forced labour, to be extremely low in our directly employed workforce. Our safeguarding policy and procedures are established to make sure the Service helps to protect the safety and welfare of children and adults at risk.

Key highlights of the work we have undertaken so far is set out below. Potential employees must satisfy, where required by our Recruitment and Selection Policy, to undertake the following checks prior to being appointed:

- Proof of eligibility to work in the UK in accordance with the Asylum and Immigration Act 1996.
- Declaration of any unspent convictions.
- Reference checks
- Pre-employment Occupational Health Screening which includes drug and alcohol testing.
- Basic or Enhanced Disclosure and Barring Service (DBS) check depending on role.

When sourcing temporary workers, the Service only uses specified, reputable employment agencies from pre-approved Framework agreements whose practices have already been verified.

Prevention and Protection

Prevention and Protection activities play a key role in the early identification of modern slavery and safeguarding concerns. Staff delivering prevention, protection and engagement activities are trained to recognise indicators of exploitation and to respond appropriately in line with safeguarding procedures. Where concerns are identified, these are escalated using established safeguarding and referral pathways, including engagement with first responder organisations where applicable.

The Service recognises modern slavery as a safeguarding issue. Any concerns identified involving children or adults at risk are managed in line with safeguarding policies and local multi-agency arrangements, ensuring that victim welfare and protection remain the priority.

Key highlights of the work we have undertaken so far in reducing the risk of any slavery and human trafficking within our Prevention and Protection procedures is set out below:

- HFRS is a named representative of the Humber Modern Slavery Partnership (HMSP) Board Meetings and a Prevention Manager attends on a quarterly basis.
- HFRS attend local authority Modern Slavery meetings which occur quarterly.
- Staff from across Prevention and Protection have attended workshops and webinars to further develop understanding in this area.
- Staff from HFRS attend local and national Modern Slavery Conferences.

The HFRS core skills framework reflects Modern Slavery as essential knowledge when delivering any Prevention and Protection activities.

5. TRAINING

Key highlights of the training we have delivered to our staff so far to increase skills and knowledge in identifying and tackling modern slavery and human trafficking while undertaking their duties

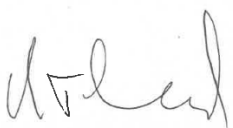
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- Mandatory Modern Slavery awareness e-learning module is made available to all staff to raise greater awareness across the organisation, which includes relevant definitions, legislation, roles and responsibilities, procedures, that refers to both modern slavery and human trafficking and educate individuals how to report concerns. This training directs staff to reporting procedures in line with the HFRS safeguarding policy, position statement and policy delivery guidance. It has been endorsed by the HMSP. Further safeguarding training (including refresher training) is available depending on the individual's role.
- This training aims to develop knowledge of how to spot the signs and indicators of exploitation, provide information and learning on what to do when a member of staff comes into contact with a potential victim and how to raise concerns with a First Responder Organisation.
- Procurement staff have undertaken the CIPS Ethics learning and assessment. The Ethical Procurement and Supply eLearning Programme and Test have been refreshed and adapted. Developed for all levels of procurement professionals, the programme and test enable individuals and organisations to hone their skills and knowledge, and ultimately to demonstrate their commitment to ethical procurement and sustainable supply chains.

6. LOOKING AHEAD TO 2026/27 - PERFORMANCE TARGETS

- (i) 100% of staff to maintain valid completion of the mandatory Modern Slavery awareness e-learning module.
- (ii) All employees have a current DBS check, and no employee is allowed to commence employment until a satisfactory DBS check is received.
- (iii) Formal Modern Slavery Risk Assessment of all tendered contracts with a value in excess of £50,000.
- (iv) All new suppliers will be required to confirm acceptance of and commitment to the supplier code of conduct including the ethical principles as part of the on boarding process.
- (v) Additional members of the Procurement Team to undertake CIPS accredited training to strengthen procurement and contract management skills.

This statement is made under Section 54(1) of the Modern Slavery Act 2015. It constitutes Humberside Fire & Rescue Authority's Modern Slavery Statement for the financial year ending 31 March 2026.



Councillor Nigel Sherwood
Chair of Humberside Fire & Rescue Authority



CFO Phil Shillito
Chief Fire Officer & Chief Executive of Humberside Fire & Rescue Service