

**MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT –
Ireland & UK**

We get it.

[fmi.ie](https://www.fmi.ie)

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1. Introduction and Organisational Structure

FMI is committed to maintaining the highest ethical standards and ensuring that modern slavery and human trafficking have no place in our business or supply chains.

We operate across the island of Ireland, with offices and operations in both the Republic of Ireland and Northern Ireland and engage with a broad network of suppliers and partners both locally and internationally.

By entering into a relationship with FMI, all suppliers and partners are expected to operate in full compliance with all applicable laws and to uphold ethical standards at all times.

2. Our Position on Modern Slavery and Human Trafficking

FMI maintains a zero-tolerance stance on all forms of modern slavery and human trafficking. This position applies across all areas of our organisation, including our operations in both the Republic of Ireland and Northern Ireland, and forms a fundamental requirement for all third-party suppliers, contractors, and partners.

We are fully committed to complying with all relevant legislation, including the Modern Slavery Act 2015 (which applies in Northern Ireland) and the Criminal Law (Human Trafficking) Act 2008 and Criminal Justice (Human Trafficking and Sexual Exploitation) Act 2017 in the Republic of Ireland.

3. Supplier and Partner Expectations

Suppliers and partners are expected to ensure full compliance with all applicable modern slavery and human trafficking legislation, regardless of their location. This includes taking full responsibility for their own conduct and ensuring that their entire supply chain reflects these same standards of legal compliance and ethical practice.

Engaging in a business relationship with FMI signifies explicit acceptance of our standards. Suppliers are expected to:

- Comply fully with all anti-slavery and human trafficking laws.
- Ensure their own operations, and those of any subcontractors or affiliates, are free from exploitation.
- Uphold ethical labour practices across all aspects of their supply chains.
- Take independent responsibility for compliance and legal governance.

Failure to meet these expectations constitutes a breach of the terms under which FMI conducts business.

4. Enforcement and Consequences of Non-Compliance

Any supplier found to be in breach of applicable laws or FMI's ethical expectations may face the following actions:

- Termination of contracts or business relationships.
- Removal from FMI's approved supplier or vendor lists.
- Reporting to the appropriate regulatory or enforcement bodies.

There is no tolerance for non-compliance or failure to uphold these standards.

5. Modern Slavery and Human Trafficking Statement

This statement confirms that modern slavery and human trafficking are not tolerated in any part of FMI's business or supply chains, for the financial year ending 2024.

Our approach is grounded in ethical business conduct and legal compliance. We apply these standards consistently across all operations, regardless of location or specific legislative requirements.

FMI affirms that modern slavery and human trafficking have no place in our organisation or in the activities of any suppliers or partners we engage with. All parties are expected to act in full compliance with applicable laws and uphold the highest standards of ethical practice.

- This statement has been approved by the Board of Directors of FMI.
- It has been signed by a Director on behalf of the Board.
- It is published on our website, with a prominent link from the homepage: www.fmi.ie

6. Conclusion

FMI expects all suppliers and partners to comply fully with modern slavery and anti-human trafficking laws as a precondition of doing business with us. These expectations are non-negotiable and apply consistently across all operations.

This statement is reviewed annually to ensure it reflects any updates in legislation, operational changes, or ethical developments.



SIGNED: _____

LIBBY KEELING

Director