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STAFF HANDBOOK

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Date Created	Author/ Reviewer	Version Number	Next Review
5 February 2019	Kelly Grayland	v1.0	February 2020
10 September 2021	Kelly Grayland	V1.1	September 2022



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1. Introduction

This statement is made on behalf of Veriflo Limited pursuant to section 54(1) Modern Slavery Act 2015.

2. Policy Statement

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.

This company has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We expect the same high standards from all our contractors, suppliers and other business partners and we will carry out a due diligence exercise prior to appointing a contractor, supplier or other business partner in order to ensure that there is no evidence of any act of modern- day slavery. Our company will not knowingly support or deal with any businesses involved in slavery or human trafficking. Likewise, we expect the organisations that we deal with will also provide evidence of their compliance to the Act and to our code of conduct by agreeing to the following statement:

"The contractor/supplier/business partner warrants that it has thoroughly investigated its labour practices and those of its direct suppliers to ensure that there is no slavery or forced labour used anywhere in its organisation or used in any of its direct suppliers' or sub contractors' organisations. The contractor/supplier/business partner further warrants that it has put in place all necessary processes, procedures, investigations and compliance systems to ensure that the warranties made above will continue to be the case, at all times."

3. Responsibility for the Policy.

The Directors of the company have overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it. In addition, managers have day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries and auditing internal control systems and procedures. Management at all levels are also responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on the issues of modern slavery.

4. Approval

This statement was approved by the Directors of Veriflo on Friday 10th September 2021.