



Modern slavery policy

The VGC Group operates an ethical and open approach to the way we do business. We do not tolerate any form of unethical behaviour including unfair anti-competitive business practices.

VGC recognises that it has a responsibility to take a robust approach to slavery and human trafficking. Following the implementation of the Modern Slavery Act 2015, VGC are committed to maintaining and enforcing effective systems and controls to prevent slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

Modern slavery is criminal activity and a violation of human rights. The deprivation of a person's liberty by another, in order to exploit them for personal or commercial gain is unacceptable. For these reasons, slavery and human trafficking is a matter of zero tolerance at VGC.

This policy applies to all members, employees, agents, consultants and those parties in our supply chain, wherever in the world they operate. Any reported breach of this policy will be investigated and may lead to legal proceeding or disciplinary action which subsequently could result in employee dismissal.

VGC commit to taking all necessary steps to ensure the workforce we, and our suppliers engage are free from affects associated with modern slavery, human trafficking, forced or bonded / imprisoned labour.

VGC will conduct right to work checks on every employee within its employment at induction and expects all its supply chain to perform the same checks in accordance with the Immigration, Asylum and Nationality Act 2006.

Responsibility for reporting incidents of slavery

The detection and reporting of slavery is the responsibility of all of us. You should raise any concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage.

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- Speak to your VGC line manager
- or email enq@vgcgroup.co.uk
- or use [our confidential online reporting form at vgcgroup.co.uk/whistle](https://www.vgcgroup.co.uk/whistle)

VGC encourage the use of the Modern Slavery Helpline 0800 0121700 should any employee or member of our business require any information in regards to modern slavery or labour standard breaches. Alternatively, in the event of an emergency, Police in the UK can be contacted on 999 from any phone.

Thanks

Signed:

A handwritten signature in black ink that reads 'L. R. Mckidd'.

Laurence Mckidd
Managing director

Dated: June 2019