



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 we have a responsibility to take a robust approach to slavery and human trafficking. Following the implementation of the Modern Slavery Act 2015, VGC is 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 commits to taking all necessary steps to ensure the workforce we and our suppliers engage is free from effects associated with modern slavery, human trafficking, forced or bonded or imprisoned labour.

VGC will conduct right to work checks on every employee within its employment at induction. We expect all our 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.

- 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)

If anyone requires any information about modern slavery or labour standard breaches, call the Modern Slavery Helpline 08000 121 700. In emergency, call the police on 999.

Signed:

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

Laurence Mckidd
Managing director

Dated: June 2020