

MODERN SLAVERY POLICY

This statement has been formed to comply with the Modern Slavery Act 2015 and sets out the steps that Vodex Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Vodex Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with the integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Policies

We operate internal procedures/policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Anti-slavery Policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify instances of this and where they can go for assistance.
- We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistle-blowing. We operate a whistle-blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Our Suppliers

Vodex Ltd only use pre-approved suppliers and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that the particular organisation has never been convicted of offences relating to modern slavery, our anti-slavery statement forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this statement.



In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business.
- They hold their own suppliers to account over modern slavery.
- That UK based companies pay their employees at the least the minimum wage/national living wage (as appropriate).
- All overseas companies pay their employees any prevailing minimum wage applicable within their country of operations.
- We may terminate the contract at any time should any instances of modern slavery come to light.

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our supply chain if:

- No reports are received from individuals, employees, principal contractors, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this Statement

The Directors will assume responsibility for ensuring that this policy is kept under review.

