

Introduction

The Modern Slavery Act 2015 places an obligation on UK businesses with a turnover of over £36 million to produce a modern slavery statement. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for this financial year.

The statement sets down our Groups commitment to preventing slavery and human trafficking in all our business activities and group companies and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Vertas Group Limited has examined the risk of modern slavery within its business operations and considers the risk to be low. The assessment is based upon the nature of the business, which is a service operating solely in the UK.

Organisational structure and supply chains

Vertas Group Limited is a multi-services facilities management company operating throughout the UK. The Group consists of 9 companies; these are:

- ✔ Vertas
- ✔ Vertas Ipswich
- ✔ Verse (Joint Venture)
- ✔ Vertas Environmental
- ✔ Schools Choice
- ✔ Churchill Catering
- ✔ IEM
- ✔ Diamond View
- ✔ Oakpark Security
- ✔ Snackpax

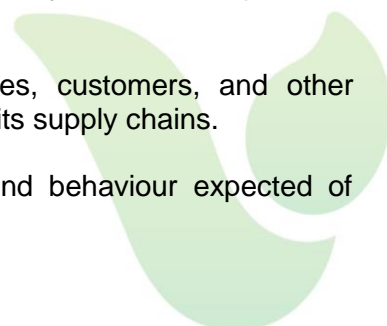
Vertas Group is a wholly owned subsidiary company of Suffolk County Council and is managed by our CEO, 3 Board of Directors and 2 Non-Executive Directors.

We adopt a stringent procurement process which is controlled by our Head of Procurement. Suppliers to Vertas Group are reviewed and audited to ensure they have adequate policies in place to meet with the statutory requirements of the Modern Slavery Act 2015. This in turn confirms to us that the risk of slavery in our supply chain has been mitigated.

Policies

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- ✔ **Whistleblowing policy** - the Company encourages all its colleagues, customers, and other business partners to report any concerns related to its direct activities or its supply chains.
- ✔ **Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.





Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners. We audit our new and current suppliers and evaluate the modern slavery and human trafficking prevention procedures they have in place.

Performance indicators

As a service provider, Vertas Group Limited's largest resource is people and Vertas performs rigorous employment checks to ensure employees have the right to work in the UK, and previous employment references are collected, along with role specific DBS checks where required.

An employee is prevented from commencing employment with the company until such checks have been completed and cleared.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board of Directors and Head of HR endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Ian Surtees, MBA, FloD

Position: CEO

Date: November 2018

Signature:

