

## Modern Slavery and Human Trafficking Statement



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Vale Southern Construction slavery and human trafficking statement.

### Introduction

We Vale Southern Construction support and respect the protection of internationally proclaimed human rights for all, including the basic human rights of our employees and workers within our supply chain. We believe in treating people with respect and dignity, and do not condone the use of our products or services to infringe upon the basic human rights of others. The company also expects our suppliers and business partners to adhere to the same high standards and to take reasonable steps to ensure that partners with whom we do business adhere to those standards as well. As part of our due diligence processes we shall make enquiries with all our suppliers as to the mechanisms they have in place to combat slavery and human trafficking and we will require all new suppliers to express their commitment to comply with the Modern Slavery Act 2015.

### Company Structure

Established since 1994, our beginnings were small; however our reputation for being professional and making sure each customer receives the care and attention that they deserve soon helped our company grow into the commercial contractor that we are today with a current turnover of £13m. We aim to streamline our systems and procedures with our clients and supply chain, to provide a seamless, fully integrated and professional approach to projects; for these reasons we have continued to be a prominent contractor within the industry. Our strength comes from our ability to adapt quickly to our customers' needs and the competitive marketplace.

We have long standing relationships with our supply chain the majority of whom also operate within the UK.

## Due Diligence

As part of our initiative to identify and mitigate risk we have or will be putting in place systems to:

- identify and assess potential risk areas in our supply chain
- mitigate the risk of slavery and human trafficking occurring in our supply chain
- monitor potential risk areas in our supply chain
- ensure fairness and transparency in recruitment and resourcing
- protect whistle blowers

We encourage anyone (including employees, sub-contractors, suppliers and clients) to report in good faith any issues or concerns about potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud or bribery. Training To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we intend to provide training to relevant members of staff. Further Steps We shall undertake annual review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chain with a view to identifying further steps that we can take. The statement has been approved by the board of directors who will review and update it as necessary.

Martin West

Managing Director