

Modern Slavery Act 2015

January 2023

This is the modern slavery and human trafficking statement of VCS Construction Services Ltd. This statement is made pursuant to s.54(1) of the UK Modern Slavery Act 2015.

The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. VCS Construction Services Ltd is committed to combatting all such forms of modern slavery. This statement will be reviewed, updated, and published annually and the statement will therefore be reviewed and updated at the end of this financial year.

VCS Construction Services Ltd carry out the following operations Construction Management, Ground Remediation, Groundworks, Concrete Structures, Individual Residential Properties, Commercial Enterprises, Earthing Management, & Excavations.

Policies and procedures in respect of modern slavery:

VCS Construction Services Ltd operates a compliance framework which commits the company to the core labour standards of the International Labour Association (the "ILO"), the OECD guidelines for multinational enterprises and the UN's Universal Declaration of Human Rights. These principles have also been incorporated into the leadership principles.

VCS Construction Services Ltd follows a Code of Business Conduct. This commits VCS Construction Services Ltd to conduct business strictly in accordance with all applicable laws and regulations. VCS Construction Services Ltd is committed to fair employment practices and to follow all applicable labour and employment laws.

VCS Construction Services Ltd's standard contractual terms of purchase require suppliers, and relevant third parties, to comply with a specific Supplier Code of Conduct. This Supplier Code of Conduct seeks compliance with international social accountability standard SA 8000 and the principles of the International Labour Organisation.

Key expectations from the Supplier Code of Conduct in respect of modern slavery are as follows:

Suppliers must not use child labour in any stage of manufacturing.

Suppliers are requested to operate in accordance with the ILO convention recommendation of minimum age for admission to employment.

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Compensation and benefits must comply with fundamental principles relating to minimum wages, overtime hours and legally mandated benefits.

Any form of forced or compulsory labour must not be used, and employees shall be free to leave employment after reasonable notice.

Suppliers are expected to adhere to the right of employees to freedom of association and recognition of employees' rights to collective bargaining, in accordance with local law.

Workers must have safe and healthy working conditions that meet or exceed applicable standards for occupational health and safety.

Suppliers must require their own direct suppliers to adhere to the principles of the Supplier Code of Conduct and exercise diligence in verifying that these principles are being adhered to in their supply chains.

Assessing and managing risk:

VCS Construction Services Ltd run a risk assessment survey in respect of child labour and human rights violations since establishment.

VCS Construction Services Ltd suppliers are assessed against wide-ranging criteria during tender / appraisal processes.

This includes assessment against the Code of Conduct and the Supplier Code of Conduct. Specific diligence is required by the standard appraisal procedure in respect of health and safety and corporate social responsibility, including diligence in respect of working conditions, employee pay, employee age restrictions and independent employee grievance procedures. The procedure dictates that each supplier has to be approved by the Managing Director and / or Commercial Director according to such criteria.

The procedures of VCS Construction Services Ltd are regularly assessed against best practice. Part of this assessment is a review of the extent to which modern slavery can be identified and eliminated from its business and supply chain. VCS Construction Services Ltd is also currently implementing specific anti-slavery training and awareness as an enhancement to its current protocols.

A full assessment of the suppliers used by VCS Construction Services Ltd has been conducted and we could not find any instances that gave any cause for concern.

Yours Sincerely,



Virginia Clement Okoseimiema

Managing Director

VCS Construction Services Ltd

16 January 2023