

Vertex Services Group Limited (Vertex) has taken steps to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

This declaration outlines the measures Vertex has taken to ensure that slavery and human trafficking do not exist in our supply chains or any other aspect of our business in compliance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act). This disclosure was approved by the Vertex Board of Directors and relates to the fiscal year that ended on June 30, 2023.

### **Overview**

The Act requires commercial organisations supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement'. The statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its business or supply chain.

### **What is modern slavery?**

Millions of people worldwide are affected by modern slavery, which is an international crime and a growing problem that affects people of all ages, genders, and ethnicities. Tragically, vulnerable individuals from abroad and all throughout the UK are compelled to work unlawfully against their will in a wide range of industries, including manufacturing, construction, retail, and agriculture.

### **Our organisational structure and supply chains**

Vertex is a private limited Company, incorporated in England and Wales.

Our business largely uses professionally qualified people employed directly by Vertex or Specialist Sub-Contractors from our Approved Supplier List. Our people policies ensure fair treatment of our people.

Most of our outside vendors are UK-based businesses operating in low-risk industries (such as FM and professional services).

### **Our policies in relation to slavery and human trafficking**

Vertex has declared a policy of zero-tolerance on violations to the UK's anti-human trafficking and anti-modern slavery laws. We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation.

The cornerstones of our culture are our principles of partnership working, trust, honesty, integrity, and transparency. They represent what Vertex does and how we conduct business. They lay down what is expected of our employees when they interact with co-workers, clients, contractors, and suppliers.

In order to establish an office and business climate that is open, transparent, and trusted, we strive to treat everyone equally and consistently. Our Modern Slavery Act policies and practises are consistent with our culture and values.

Our specific steps to address the risk of modern slavery include:

- A 'Modern slavery and Human Trafficking policy' for our people, which sets out the key issues and how we should respond including a process for raising concerns internally
- A Whistleblowing Policy that allows for anonymous reports to be submitted by our people
- Bullying and harassment Policy
- Diversity and inclusion Policy
- A process for handling complaints raised by people outside of Vertex
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace
- Robust recruitment processes in line with relevant employment laws
- Market-related pay and rewards reviewed annually
- Wellbeing strategy and initiatives to support our people's physical and mental wellbeing and lifestyle choice
- Supplier approval process for how we deal with suppliers, making clear the standards we expect.

### **Due diligence**

The implementation of our policies and procedures includes due diligence on suppliers that we engage with, in accordance with our Supplier process. A heightened risk area is the use of hotel and conference facilities. To mitigate against this risk, we assess the companies that we deal with as part of the decision making process for events and travel.

### **Risk Assessment**

As part of our ISO certification we have a Risk Assessment Register and manage this within the management process

### **Key performance indicators to measure effectiveness of steps being taken**

We log complaints received and manage actions taken through our corrective action system. To the date of this statement, Vertex has had no identified instances of modern slavery.

### **Training on modern slavery and trafficking**

Vertex provides annual training to our people on the subject of modern slavery and our policies to address the risks to help increase education and awareness.

If you would like to find out more about the above please contact [quality@vertexltd.co.uk](mailto:quality@vertexltd.co.uk)

Vertex takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act.



**Wayne Tantrum**  
**Managing Director**  
**June 2023**