

## **ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT**

### **APRIL 2025**

#### **INTRODUCTION**

This statement covers the activities of Verde Services Limited and sets out the actions the business is taking throughout the 2024 calendar year to understand all potential modern slavery risks related to its business and the steps it is taking to ensure there are no slavery or human trafficking in its businesses and supply chain.

The Company is committed to preventing slavery and human trafficking in its corporate activities, and to ensure its supply chains are free from slavery and human trafficking.

#### **DEFINITIONS**

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- Being dehumanised, treated as a commodity, or being bought or sold as the property.
- Being physically constrained or to have a restriction placed on freedom of movement.

#### **COMMITMENT**

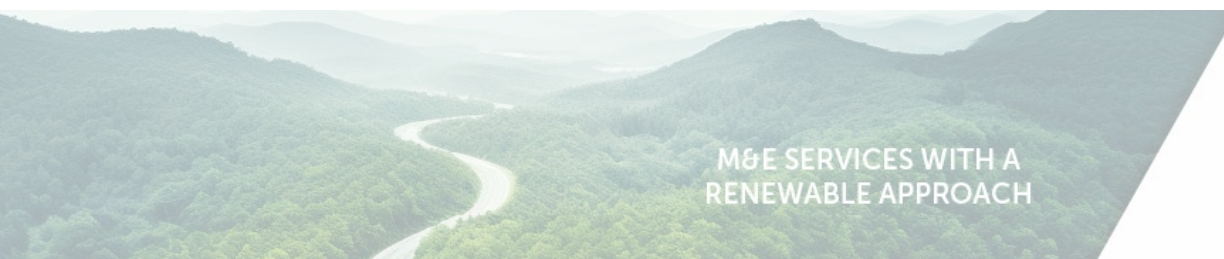
Verde Services acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Verde Services understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Verde Services does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Verde Services in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking.

#### **SUPPLY CHAIN**

The majority of our suppliers are UK based, with the exception of some low carbon technology and equipment, such as Solar Panels. We recognise that as our supply chains extend beyond the UK, so does the level of risk. Where we work with overseas suppliers, we engage specifically on a project-by-project basis, to understand sourcing arrangements and changes to our risk profile and undertake specific due diligence.



## PROCESSES

We are committed to implementing and maintaining effective systems and controls to prevent, detect and eradicate modern slavery within our business and that of our suppliers. We will continue to:

1. Make updates to our Modern Slavery Policy, Sustainable Procurement Policy and Whistleblowing policy. Collectively, these provide guidance on how to spot the signs of possible slavery, how to raise, and deal with concerns without fear of reprisal, as well as how concerns will be investigated.
2. Ensure that supply chain partners declare they comply with the Modern Slavery Act as part of our pre-qualifications process.
3. Encourage all of our employees to report any concerns related to its activities or supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures without fear of recrimination.

## FURTHER STEPS TO BE UNDERTAKEN

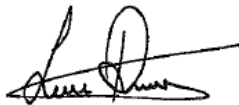
- Continue to undertake due diligence when considering appointing new and existing key contractors, through our pre-qualification process.
- Key suppliers will be put through a screening process to check they meet our ethical standards and values and we will conduct regular reviews of our existing suppliers. We aim to take additional steps to further develop our supply chain vetting processes in line with our commitment to continuous improvement; this will be done via annual audits and risk assessments.
- In tender processes, we will ensure the prequalification criteria of suppliers incorporates a requirement to confirm compliance with the Act together with the requirement to maintain a Modern Slavery Act Statement.
- Roll out new modern slavery training to all employees and track completion. Policy and relevant website links will be distributed to all employees with responsibility for recruitment and purchasing to raise awareness and respond to any slavery and, or human trafficking risks
- Continue to promote awareness and engagement on modern slavery as part of our supply chain communications, events, and annual reviews.
- Continue to review and evolve our Modern Slavery Policy to ensure it remains relevant and clear.

## TRAINING AND ENGAGEMENT

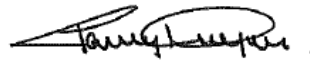
Verde Services requires all employees within the Company to confirm they have read and understood the Company's policy statement on Modern Slavery and the following guide: Transparency in Supply Chains etc. a practical guide as part of their continuous professional development and to comply with our policy commitment.

## DIRECTORS APPROVAL

This policy statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Verde Services slavery and human trafficking statement for the calendar year of 2024. This statement has been approved by the Directors who will review and ensure it is updated annually.



Luke Dwyer



Gary Dwyer