Title: **VALLEY PROVINCIAL LTD ANTI-SLAVERY STATEMENT**

Sub Title: **Modern Slavery and Human Trafficking Policy**

Policy Statement

Although our current turnover is well below the £36M threshold Valley Provincial Ltd has a zero-tolerance policy towards modern slavery, whose forms are crimes and violations of fundamental human rights. Valley Provincial Ltd is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain. It is expected that all suppliers, contractors and other business partners will uphold these same high standards.

In line with the Modern Slavery Act 2015 Valley Provincial Ltd have made all efforts to put in place effective systems and controls to ensure that modern slavery, human trafficking or any related offences are not taking place anywhere in our own business or our supply chains.

We have ensured due diligence in our processes, by:

- Making our employees aware of the Modern Slavery Act, including the definitions of slavery and human trafficking.
- Telling staff what to do if they suspect a case of slavery or human trafficking.
- Reviewing our Whistleblowing Policy.
- Conducting Right to Work in the UK checks on employees applicants prior to starting work in accordance with UK Government guidance https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1071247/Employer_s_Guide_to_Right_to_Work_Checks__PDF_.pdf

These procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Ensure that all our employees have a legal right to work in the UK.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Provide adequate protection for whistle blowers.

We have a zero tolerance to slavery and human trafficking and require all those in our supply chain and contractors to comply with our values and adopt the same zero tolerance approach. This is communicated to them at the outset of our business relationship and is regularly reinforced thereafter. We may cease to work with individuals and organisations working on our behalf if they do not comply with our approach.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the company's slavery and human trafficking statement for the present financial year.

Monitoring and review

All aspects of this policy are to be reviewed annually.

Signed:

Paul Brown, Managing Director

Date: **16.12.2024**

Review date: **16.12.2025**