

The Modern Slavery Act 2015 aims to prevent modern slavery offences, protect victims and prosecute perpetrators. Businesses in the UK play a role in achieving this aim by scrutinising their supply chains to ensure no acts of modern slavery, in any form, is taking place. idverde takes its responsibility under this Act very seriously, and we can confirm that we have no acts of modern slavery within our company and recognise our responsibility to ensure transparency in the provision of all our goods and services.

We have detailed the actions we take as part of our due diligence processes to prevent slavery and human trafficking below:

Our Business

- We strive to create a safe, engaging and equitable work environment for our colleagues by:
 - Having a zero tolerance of any threat of physical or sexual violence, harassment or intimidation towards any colleagues, their families or close associates.
 - Paying our colleagues at least the legislative minimum amount, on or around the agreed date each week or month (depending on their payroll) and this payment will not be deferred, delayed or withheld. Clear and transparent information is provided to colleagues about hours worked, rates of pay and the calculations of legal deductions, provided via a pay slip.
 - Ensuring all colleagues are not forced to work in excess of the number of hours permitted by law. Normal working hours and overtime won't exceed 48 hours per week average over a 17 week period unless the colleagues agrees.
- We have several guidance documents that cover the important topics of modern slavery, safeguarding vulnerable adults, acting with integrity, anti-bribery and health & safety of our colleagues. These are supplemented through training as part of our new colleague onboarding programme and by providing ongoing refresher training to existing colleagues.
- Our Operational Directors and Managers continually monitor the field-based operations, being vigilant when working with new colleagues and ensuring all necessary controls are in place to minimise the chances of modern slavery taking place.
- We have partnered with a third party recruitment provider to ensure all recruitment activities, across the UK are carried out to the required standard and due diligence processes are followed such as right to work checks.
- When participating in TUPE transfers into our organisation, we follow the correct processes and ensure all controls are in place.

Our Supply Chains

- We have a strict and robust process to follow when agreeing to work with suppliers and to set them up on our approved supplier list, involving the necessary controls to prevent unintentionally working with a supplier that are committing modern slavery offences.
- We are aware that imported products from sources outside the UK and EU are potentially more at risk of falling in supply chains that don't embody the Modern Slavery Act, and have put in place the necessary controls.
- We endeavour to ensure workers are not subject to any form of forced, compulsory or bonded labour in our supply chains.

At idverde, we are committed to ensuring we will not knowingly support or work with any business that is involved in slavery or human trafficking. This stance is led from the top with the senior managers ensuring all colleagues are aware of, understand and follow this intent.

This policy statement and policy will be reviewed annually by the Chief Colleagues and Culture Officer.



Amanda Capon
Chief Colleagues and Culture Officer

Date: May 2024