



Venson Ethical Trading and Modern Slavery Act 2015 Commitment

Applicability & Scope

Venson Automotive Solutions Ltd and Venson Herts Ltd. The scope of this policy applies to all Venson suppliers, service providers, activities and employees.

Details of Amendment

Changed to remove reference to Venson Nottingham Ltd.

Purpose

The purpose of this Policy is to communicate to Stakeholders our commitment to fair and responsible trading and that we desire the same anti-slavery and human trafficking commitment from all our suppliers and sub-contractors.

Requirement

Our ethical good practice is promoted by the positive selection of suppliers, sub-contractors and services that can demonstrate a commitment to the Modern Slavery act 2015 together with worthwhile ethical and environmental practices. All suppliers must prepare for each financial year a commitment that slavery and human trafficking is not taking place:

1. In any of its supply chains, and
2. In any part of its own business, or
3. A statement that the organisation has taken no such steps.

Venson is a signatory to the Stonewall 'Acceptance without Exception' ethos as laid down in the 2010 Equality Act.

Venson expects all suppliers and contractors to adopt a similar position within their supply chain and to promote parallel policies where possible.

Venson believes in conducting all its business activities in an open and honest way. It positively encourages a culture of trust, integrity and respect across the company and at all times during all relationships with employees, prospects, clients, sub-contractors and suppliers.

The core of this partnership approach is to provide client focused solutions, service transparency and open disclosure pricing.

Modern Slavery 2015 Act Commitment

Venson is committed to opposing modern slavery and human trafficking in all its forms and preventing it by every means it can. Venson constantly ensures that recruitment, purchasing and traceability policies exist to increase awareness and reinforce our commitment to tackling supply chain slavery and human trafficking.

As part of the pre-qualification process Venson desires the same anti-slavery and anti human trafficking commitment from all suppliers and sub-contractors.

This is further enforced through the company's supplier audit process, where confirmation of this commitment is again requested using form 0321 – Supplier Audit.

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				Samantha Roff



Venson seeks to:

- develop relationships with supplying companies that are consistent with its own company values, ethics and beliefs and specifically in respect to human rights and conditions of employment.
- promote the benefits of adopting fair employment practices throughout its supply chain relationships, including partner organisations, suppliers and the wider marketplace.

Venson follows the guidelines of the Ethical Trade Initiative that is based upon the following Code of Practice:

- 1) Employment is freely chosen
- 2) Freedom of association and the right to collective bargaining are respected
- 3) Working conditions are safe and hygienic
- 4) Child Labour shall not be used
- 5) Living Wages are paid
- 6) Working hours are not excessive
- 7) No discrimination is practiced
- 8) Regular employment is provided
- 9) No harsh or inhumane treatment is allowed
- 10) Slavery and human trafficking means
 - (a) Conduct that constitutes an offence under any of the following—
 - section 1, 2 or 4 of this Act,
 - section 1, 2 or 4 of the [Human Trafficking and Exploitation \(Criminal Justice and Support for Victims\) Act \(Northern Ireland\) 2015 \(c. 2 \(N.I.\)\)](#) (equivalent offences in Northern Ireland),
 - section 22 of the Criminal Justice (Scotland) Act [2003 \(asp 7\)](#) (traffic in prostitution etc.),
 - section 4 of the Asylum and Immigration (Treatment of Claimants, etc.) Act 2004 (trafficking for exploitation),
 - section 47 of the Criminal Justice and Licensing (Scotland) Act [2010 \(asp 13\)](#) (slavery, servitude and forced or compulsory labour), or
 - (b) Conduct that would constitute an offence in a part of the United Kingdom under any of those provisions if the conduct took place in that part of the United Kingdom.

Related Documents

POL08 - Corporate Social Responsibility Policy
Equality & Diversity Policy
Form 0321 Supplier Audit
Purchasing Information Documents
The Modern Slavery Act 2015

End of Document

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