



An **APLEONA** company

Modern Slavery Act 2015

GVA takes its legal and ethical obligations very seriously, on both a domestic and international basis. Although we are now Swedish owned, our business is UK based and therefore we adhere to all local laws and legislation regarding labour. One such area is our commitment and adherence to the Modern Slavery Act.

The Act includes the various areas of slavery, servitude and forced or compulsory labour and human trafficking. At GVA our working environment is one where our staff are not exploited, they are safe and relevant employment (including wage and works hours), health and safety and human rights laws and international standards are adhered to, including freedom of movement and communications.

Examples of how this is demonstrated include our HR team being involved in all employment hires and that our suppliers are subject to regular reviews. Another example of how this portrays itself in our culture, is that we pay all our employees and on-site contractors above the National Living Wage as defined by the Living Wage Foundation, a process that is reviewed on an annual basis. We also have a Whistle Blowing Policy and Grievance Policy that is available on our intranet. All employees and new starters are made aware of our obligations under the Act and the policies that relate to this.

As part of our obligations, we also require that our suppliers are aware of the Act, their obligations under it and that they adhere to the principles contained within it.

A handwritten signature in black ink, appearing to read 'Chris Kent', with a small arrow pointing to the right at the end of the signature.

Chris Kent
HR Director

February 2017