



Modern Slavery Act 2015

Company Policy Statement

VEKA is the leading designer and developer of PVCU window and door systems and associated products.

Senior Management and the wider business are committed to our values and our ethical practices; and take every step available to us to ensure that the business and our supply chain is free from slavery and human trafficking, in accordance with the Modern Slavery Act 2015.

VEKA plc ensures that all persons working for or on behalf of the Company are fully acquainted with the Company's policies and objectives through on-going training and education at all levels.

Slavery

On an annual basis, VEKA undertakes an audit to ensure compliance of National Minimum and National Living Wage requirements for every age group.

VEKA ensures that employees' working hours are managed in line with the Working Time Regulations 1998 and Road Transport Working Time Regulations 2005.

All overtime is conducted on a voluntary basis.

Human Trafficking

On an ongoing basis, VEKA ensures that each and every employee or temporary worker has the right to work in the UK in line with Home Office guidance for the Prevention of Illegal Working.

VEKA's Supply Chain

It is the Company's policy to ensure that members of our supply chain are aware of our compliance actions, including the Modern Slavery Act 2015 and our Company Values.

Our people promote and foster these values not only with their internal colleagues, but also with their external contacts. We seek to build long-term partnering relationships with companies who hold similar values.

During 2021 we will undertake a supply chain compliance audit, either by submission of a Modern Slavery statement or by completion of a questionnaire in order to understand commitments and practices, where necessary growing their awareness and knowledge.

Signed

Neil Evans, Managing Director

March 2021

