



1. Introduction

At VEKA we are committed to conducting our business activities in a manner that upholds the dignity and rights of all individuals, both within our organisation and throughout our supply chains.

This statement outlines our approach to tackling modern slavery, reflecting our commitment to transparency, accountability, and continuous improvement in our efforts to combat any breach of the Modern Slavery Act 2015.

2. Our organisation structure and Supply chain

VEKA is a leading designer and developer of PVCU window and door systems and associated products, distributing to the UK market. Almost all of VEKA's suppliers are based in Europe with the majority in the UK.

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, with due diligence carried out before working with any new suppliers.

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.

3. Our policies

VEKA sets out clear policies and training for employees that declares a zero tolerance for modern slavery and any related form of exploitation within its operations, including:

- VEKA ensures that all employees or temporary workers have the right to work in the UK in line with the Home Office guidance for the Prevention of Illegal Working, and follows due process for all new starters.
- 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.
- VEKA provides a channel for reporting any concerns relating to modern slavery, via their Whistleblowing Policy.





- VEKA 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.
- VEKA pays at least the Real Living Wage for all employees and therefore is ahead of National Minimum and National Living Wage requirements for every age group.

4. Our commitment

As an equal opportunity's employer, we are committed to creating a safe and respectful environment for all employees and those we work in partnership with, ensuring individuals are treated with dignity, respect and fairness.

We strive to continue to be a Real Living Wage employer.

We will implement a robust monitoring framework to track compliance with anti-slavery policies and standards, including key performance indicators (KPIs) and regular audits.

We will conduct periodic evaluations of anti-slavery efforts to assess effectiveness, identify areas for improvement, and ensure continuous enhancement of policies and practices. Any supplier breach of modern slavery is a serious matter that will be investigated promptly and could lead to termination of contract should remedial action not be taken and will be reported to the authorities if it involves criminal activities.

We promise to remain vigilant to evolving risks and trends related to modern slavery, adapting policies and practices accordingly to effectively mitigate emerging threats.

This statement has been approved by the Board and signed off by Neil Evans, Managing Director.


22/03/2024

