



VEKA Modern Slavery Policy Statement

Introduction

VEKA Plc are committed to our values and 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.

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. We do not knowingly work with any organisation which supports, or is involved, in slavery.

Our organisation structure and Supply chain

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

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.

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.

Our Policies

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 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.

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 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.

Our commitment

We will ensure that all new suppliers have a Modern Slavery Statement in place or sign a declaration to commit to our policy compliance, as well as audits of existing suppliers.

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

We are committed to continuous improvement in our efforts to combat modern slavery, regularly reviewing and updating our policies and practices.

Stans.

