

## Modern Slavery Act Statement

idverde confirms that we have no acts of modern day slavery within our organisation. However, we recognise we need to be vigilant and committed to driving out potential acts of modern day slavery from our supply chains. We have a responsibility under the Modern Slavery Act 2015 to ensure transparency in the provision of all our goods and services.

As part of our due diligence processes to prevent slavery and human trafficking, our:

- Supplier set-up process will require suppliers to outline the controls they have in place. Imported products from sources outside the UK and EU are potentially more at risk for slavery/human trafficking issues
- Operational Managers will continually monitor the level of management control required
- We have launched our Modern Slavery Act Policy, with relevant training provided to colleagues

We will make reasonable endeavours to ensure employees and workers are not subject to any form of forced, compulsory or bonded labour in our supply chains. Employees should have freedom to terminate their employment at any time without penalty, giving reasonable notice.

We will not knowingly support or deal with any business involved in slavery or human trafficking. Our senior management team will take responsibility for implementing this statement and its objectives. They'll ensure adequate resources (training and administration etc) and investment to ensure slavery and human trafficking is not taking place within our organisation or within our supply chains.


At idverde we have a zero tolerance of any threat of physical or sexual violence, harassment or intimidation against employees and their family, or close associates.

Our policies and guidance will be clearly defined and communicated to all of our employees. Employees won't suffer any detriment to their salary or benefits unless it falls under our terms and conditions of service.

All our employees are treated fairly and equally. They are paid at least the legislative minimum amount. Salary payments are made directly to employees and will not be delayed, deferred or withheld. Clear and transparent information will be provided to employees about hours worked, rates of pay and the calculation of legal deductions.

Our employees won't be forced to work in excess of the number of hours permitted in law. Normal working hours and overtime won't exceed 48 hours per week average over a 17 week period unless the employee agrees.

This policy statement will be reviewed annually by the HR Director.

Signed: 

Position: UK HR Director

Date: 19<sup>th</sup> December 2018