

Slavery and Human Trafficking Policy Statement

Virdis Chemicals Limited is committed to and meets the objectives of the Modern Slavery Act 2015, acting ethically, with integrity and transparency in all business dealings. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

Virdis Chemicals Limited has assessed the risk of human trafficking and modern slavery as low within its business operations.

Virdis Chemicals Limited does not tolerate any slavery or human trafficking within its business operations and takes a risk based approach regarding its supply chains. Suppliers are expected to have taken steps to assess, prevent and eradicate modern slavery within their own business and that of their suppliers, as evidenced on their Supplier Assessment Questionnaire.

All Virdis Chemicals Limited employees have the necessary documentations to legally work in the UK and no-one under the minimum legal age for admission to work is employed. Employees are paid at least the National Minimum Wage / National Living Wage. Managers involved in the recruitment of employees and engagement of contractors have been trained to ensure compliance.

Virdis Chemicals Limited has a clear Whistleblowing Policy and actively encourages the reporting and exposure of unethical behaviour, including any instances where slavery and/or human trafficking is involved.

This statement has been reviewed and approved by the Board of Directors and will be reviewed annually, in accordance with section 54(1) of the Modern Slavery Act 2015.

Mark Baldwin CEO

August 2024