

MODERN SLAVERY STATEMENT

Introduction

This statement sets out the steps that Vertase FLI has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or sub-contractor/ supply chain.

Modern slavery is a criminal offence under the Modern Slavery Act 2015. Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Our business

Vertase FLI is a leading brownfield and contaminated land remediation, enabling and environmental contractor working across the UK.

Our Policies

The company has a number of internal policies that ensure we are conducting business in an ethical and transparent manner:

- Modern Slavery Statement - reflects our commitment to acting ethically and with integrity in all our company activities.
- Anti bribery, corporate hospitality and receipt of gifts policy – outlining the company's position on preventing and prohibiting bribery.
- Ethics policy – expecting all employees carry out Company business to the highest ethical standards and in compliance with all relevant legal principles.
- Public disclosure policy – giving legal protection to employees as a result of publicly disclosing serious concerns.
- Corporate and social responsibility policy – outlining our responsibilities in the community, for the environment, in sustainability and education.
- Recruitment - conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Our Sub-contractors and Suppliers

We have a zero-tolerance policy to modern slavery and human trafficking. We expect all those in our supply chain and sub-contractors will comply with our values. The company maintains a register of Approved Subcontractors and Supplier (including service providers). The company undertakes an assessment to verify their suitability. We require all sub-contractors/ suppliers to affirm awareness of their responsibilities under the Modern Slavery Act and require them to comply with this.

We expect our sub-contractors and suppliers to have suitable modern slavery and human trafficking policies and processes in place.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant

MODERN SLAVERY STATEMENT

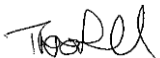
members of staff. All Directors have been briefed on the subject.

Our Effectiveness in Combating Slavery and Human Trafficking

To measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or subcontractor/supply chains, we monitor:

- Payroll systems;
- Rights to work in the UK;
- Levels of communication with sub-contractors/ suppliers.

Signed on behalf of Vertase FLI Limited



Trevor Snell, Managing Director

Reviewed: June 2018