



Velair Group Modern Slavery and Human Trafficking Policy

1. Policy Statement

Velair Group LTD is committed to preventing modern slavery and human trafficking in all areas of our business and supply chains. We uphold the highest standards of ethics and integrity and take a zero-tolerance approach to any form of modern slavery.

2. Our Commitment

We recognise our responsibility under the Modern Slavery Act 2015 and are committed to ensuring transparency in our business operations. We expect the same high standards from our suppliers and business partners.

3. Scope

This policy applies to all employees, contractors, suppliers, and business partners of Velair Group LTD, regardless of location.

4. Supply Chain Risk Management

Velair Group LTD sources products globally, including from China. To manage supply chain risk:

- We vet and regularly review our suppliers.
- We seek written confirmations of compliance with modern slavery laws.
- We prefer working with audited manufacturers and those with clear ethical sourcing policies.

5. Due Diligence and Monitoring

We conduct due diligence when onboarding new suppliers and periodically review existing suppliers. This includes:

- Reviewing supply chain practices.
- Requesting evidence of anti-slavery measures.
- Addressing any risks or red flags identified.

6. Training and Awareness

Relevant employees are made aware of modern slavery risks and how to report concerns. We promote a culture of openness and integrity.

7. Reporting Concerns

Any employee, supplier, or partner can report concerns confidentially. Velair Group LTD will investigate all reports and take appropriate action.

8. Review and Updates

This policy is reviewed annually and updated as needed to reflect changes in legislation, best practices, or company operations.

Signed: Matt Anderson (Director)