



Modern Slavery Act Statement 2016



Move Forward with Confidence

**BUREAU
VERITAS**

Modern Slavery Act 2015

Statement

The Modern Slavery Act 2015 requires all UK companies with an annual turnover exceeding £36m to publish a statement setting out their position in relation to the eradication of modern slavery and the steps it takes and is planning to take to ensure that Modern Slavery does not feature in its supply chain.

Modern Slavery is defined in the Government's Modern Slavery Strategy published in November 2014 by then Home Secretary Theresa May as encompassing "slavery, servitude, forced and compulsory labour and human trafficking".

Our Business and Supply Chain

Bureau Veritas UK is part of the Bureau Veritas Group, one of the world's leading testing inspection and certification companies. Our Group employs in excess of 67,000 people worldwide and over a thousand in the UK and serves clients in 120 countries. Our clients include individuals, companies big and small, public bodies and charities. We sell a range of services ranging from electrical and mechanical inspection services to product certification and ship classification.

As a company we buy a wide variety of goods and services from specialist technical services and office consumables to flights and clothing to support our business delivery. We operate clear procurement policies governing the type of supplier or sub-contractor we choose.

Our Position on Modern Slavery

Slavery and human trafficking are abuses of an individual's freedoms and rights and as such go against our core values. We respect an individual's right to equal opportunity, freedom of association and collective bargaining. Our Code of Ethics enshrines our company values- it is available on our website to all and is currently published in 31 different languages.

Our Code of Ethics is an expression of how Bureau Veritas expect our people to behave and sets the standard that we expect all our supply chain partners to meet.

How we check compliance with our Standards

We aim to prevent modern slavery or human trafficking in our business right from the start of our recruitment processes. Our recruitment agencies are required to confirm that they will comply with our Code of Ethics and in this sense are treated in the same way as any other member of our supply chain. We do not charge fees to anyone joining Bureau Veritas and we do not expect our external agencies to either. We will ensure that the contracts our agencies hold with the people they place with us to ensure that they are fair in all respects.

Once our people join us they are trained in our Code of Ethics and are required to sit a test to give us an idea of the level of their understanding. We provide our people with plenty of support, education and training. If our people are found to behave other than in accordance with our Code of Ethics and our Values then we will take appropriate action against them. The steps we take with our supply chain depend upon how we initially evaluate a supplier. The vast majority of suppliers to our business constitute a directly contracted, single expert operating out of his own small private company and in such cases a questionnaire confirming compliance with our Code of Ethics and an offer of training will often be sufficient.

In the case of our other suppliers, prior to placing an order with them we ask them to confirm that they will comply with our Code of Ethics. Going forward we plan to ask them to confirm directly their compliance with

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our Code of Ethics and the Modern Slavery Act. We will undertake risk assessments on some of our supplier community to monitor adherence to our Code of Ethics and the Modern Slavery Act. We will undertake risk assessments on some of our supplier community to monitor adherence to our Code of Ethics and also to the Modern Slavery Act and with some conduct site audits and a review of their management policies and procedures.

We have a policy of encouraging our people to “speak out” if they witness anything that happens within our business that they believe goes against our Code of Ethics. This is supported by an external Alertline run by Expolink enabling people to report issues online, via e-mail or by telephone, giving their name or not as they choose.

We will keep our processes under review and with our procurement team and will look again at our supply chain approach in light of the Modern Slavery Act.

Procurement Training

Our procurement team here in the UK has been trained on the requirements of the Modern Slavery Act and is actively assisting in the development of a supplier assessment programme that will better meet its requirements going forward. They are working with a team of experienced quality managers experienced in supply chain audit to ensure that the programme developed operates in the spirit of the Modern Slavery Act.

Looking Forward

In future Modern Slavery Act statements we will report on the actions we have taken to strengthen supply chain auditing and verification, the training we have carried out with our people and the reporting of any violations uncovered.



Ken Smith

Chief Executive officer
Bureau Veritas UK Limited