

MODERN SLAVERY ACT GROUP STATEMENT 2019

Introduction

Verastar Limited ("Verastar") published its third Modern Slavery Act Statement in 2018 in accordance with the Modern Slavery Act 2015 ("the Act"). This is Verastar's fourth Modern Slavery Act Statement which is published pursuant to section 54(1) of the Act and sets out the steps taken by the Verastar Group during the financial year ending on 30 April 2019. For the avoidance of doubt, this statement also applies to Clear Business Water Limited, a subsidiary of Verastar and also part of the Verastar Group. All references to Verastar should be construed as references to the Verastar Group.

In accordance with the Act, this statement is published on the homepage of Verastar's website (www.verastar.co.uk).

The Act defines 'modern slavery' as two offences: slavery, servitude, forced or compulsory labour; and human trafficking. Verastar fully supports the aims and objectives of the Act and is committed to tackling all such forms of modern slavery and human trafficking in its business and supply chains where it can.

Verastar is a provider of essential business services to small businesses through an extensive brand portfolio and is regulated by Ofcom, Ofgem, Ofwat and WICS (Water Industry Commissioner for Scotland). Full details of Verastar's business and structure can be found at www.verastar.co.uk/about-us

Since the publication of our last Modern Slavery Act Statement, and over the past year, we have taken the following steps to identify and tackle modern slavery from our business and supply chain:

- updated staff training on modern slavery where necessary;
- ensured that all HR policies are highlighted to all employees;
- monitored the government's guidance in relation to tackling modern slavery and updated our processes as applicable.

Verastar is satisfied that there is a minimal risk of slavery and human trafficking taking place within the various parts of its business and the few supply chains on which it operates. We will continue to take steps to identify and assess potential risk areas and mitigate the risk of modern slavery and human trafficking and we expect all those in our supply chain and associated contractors to comply with our values.

Verastar operates a number of comprehensive workplace policies to ensure that all staff are assessed for their right to work and that wages and benefits comply with applicable and relevant government legislation. Our policies relevant to modern slavery include an Equal Opportunities Policy, Anti-Bribery and Corruption Policy and Whistleblowing Policy.

Verastar continues to review and develop its policies, procedures, systems and controls to ensure ethical and legal compliance. We intend to take the following additional steps in the next financial year:

- continue to review and assess our company policies in relation to modern slavery on a regular basis;
- ensure that not only are all employees aware of all HR policies but that they feel comfortable making use of their rights where necessary; and
- strengthen our monitoring of the government's guidance in relation to tackling modern slavery.

This statement was approved by the Verastar board of directors on 18 June 2019.

Signed by 

Director

Verastar Limited