

MODERN SLAVERY ACT GROUP STATEMENT 2022

Introduction

Verastar Limited ("Verastar") published its sixth Modern Slavery Act Statement in 2021 in accordance with the Modern Slavery Act 2015 ("the Act"). This is Verastar's seventh 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 2022. 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.

We have taken the following steps to identify and tackle modern slavery from our business and supply chain:

- updated and reviewed staff training on modern slavery where necessary;
- ensured that all HR policies are highlighted to all employees; and
- 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.

This statement was approved by the Verastar board of directors on 17 October 2022.

Signed by  _____

Director

Verastar Limited