



UV&S, Inc. - Modern Slavery Statement – 2020

The Modern Slavery Act 2015 requires commercial organisations supplying goods or services with a turnover of above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'. The Statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its supply chain. UV&S, Inc. provide services to a number of clients who exceed this level of turnover and we aim therefore, to ensure that our own standards meet the same key ethical benchmarks. This statement is to be made available on our website and distributed to all permanent and temporary staff.

What is Modern Slavery? Modern slavery is an international crime that transcends age, gender and ethnicities. It includes victims who have been brought from overseas and vulnerable people in the UK, who are forced to illegally work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing.

Our policy UV&S, Inc. hold a zero-tolerance position on violations of anti-human trafficking and anti-modern slavery laws. We will only conduct business with organisations who share our values and either express or will work toward similar statements of opposition to slavery, human trafficking, forced or child labour.

Employment: Recruitment processes are applied in line with UK employment laws, including: 'right to work' document checks; contracts of employment and checks to ensure everyone employed is 16 and above. Employees benefit from: Market-related pay and reward, reviewed annually. Bonuses linked to the company's performance. 100% of our staff are sourced from and are resident in the United Kingdom.

Temporary Staff: UV&S, Inc. will only source temporary staff from agencies who pledge to respect our standards, including enforcement of the legal minimum wage and appropriate working schedules. 100% of our temporary staff operating in the United Kingdom are sourced from the UK.

Supply chains: UV&S, Inc. will state and further promote to our project partners and suppliers the aims of our anti modern slavery policies, including respect for the legal minimum wage and appropriate working schedules

Employee training: We want to help our people to understand more about this growing issue and how to report any suspicions they may have, whether in a business or personal context. We have presented each employee with an overview of the Modern Slavery Act and provided a copy of this statement along with weblink to the modernslavery.co.uk site.