

Reference	POL 27
Version	2.0
Issue Date	01/01/2024
Approved	Director

VIRPIO LTD T/A VIRPIO SECURITY

Slavery & Human Trafficking Policy

This policy statement outlines the efforts taken by Virpio Ltd T/A Virpio Security (the “Company”) in order to ensure the eradication of human trafficking and slavery from our supply chains or within our directly employed workforce.

Virpio Ltd T/A Virpio Security opposes any use of slavery or human trafficking and fully supports the promotion of ethical and lawful business practices within our workplace. We will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our organisation. This policy complies with the Modern Slavery Act 2015.

Organisation Structure

Virpio Ltd T/A Virpio Security is a privately owned Company, based in the city of Bradford, West Yorkshire in England and operating throughout the UK.

Our Business

Virpio Ltd T/A Virpio Security carries out a full range of security services across the domestic and commercial sectors.

Our Recruitment Process

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we can confirm their identities together with their right to work in the UK.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. This Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

The Company’s suppliers are an important part of our business. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as Virpio Ltd T/A Virpio Security.

The workplace practices we expect from our suppliers include:

- Suppliers are not to use slave labour, illegal child labour or forced labour.
- Suppliers will ensure the overall terms of employment are voluntary.
- Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime, and benefits.
- Suppliers shall follow all local applicable laws pertaining to the number of hours worked in a seven (7) day week.

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- Suppliers will periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.
- Suppliers will have in place systems to encourage the reporting of concerns and the protection of whistle-blowers.

Suppliers must be able to demonstrate compliance with this policy at the request and satisfaction of the Company. If a supplier to the Company is found in violation of this policy, the Company take prompt, remedial measures to address the violation.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to relevant members of staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Virpio Ltd T/A Virpio Security slavery and human trafficking statement for the current financial year.



Director
January 2024