



# Modern Slavery Act Statement 2018



*Move Forward with Confidence*

**BUREAU  
VERITAS**

# Modern Slavery Act 2018

## Statement

### 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 75,000 people worldwide and over a thousand in the UK. 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. Our financial year ended 31<sup>st</sup> December 2018.

As a company we buy a variety of goods and services to support our business from specialist services and office consumables to flights and clothing. In addition to this many of our suppliers have their own supply chain and as such some elements of our supply chain can be relatively complex.

We published our first Modern Slavery Statement in 2017 and since then we have further increased our efforts, particularly focusing on:

- Understanding and targeting our areas of greatest risk.
- Raising awareness and understanding within our internal procurement function.

### Our position on modern slavery

Slavery and human trafficking are abuses of an individual's freedoms and rights and as such goes against our core values. We only work with people who choose to work freely. 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

Bureau Veritas UK maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This includes a review of their supply chain risk and any controls in place to ensure compliance with modern slavery legislation. We also require all of our major suppliers to sign up to our Code of Ethics. Suppliers are renewed on a rolling annual basis and our renewal process includes reviewing modern slavery compliance and statements and a recommitment to our code of ethics. Any supplier not conforming or providing suitable responses will be suspended and ultimately removed from our preferred supplier list.

The vast majority of suppliers to our business constitute a directly contracted, single expert operating out of their 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.

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We aim to prevent modern slavery or human trafficking in our business right from the start of our recruitment processes. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. We hire the vast majority of our employees from here in the UK. Our external 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 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, an independent company based in the UK, enabling people to report issues online, via e-mail or by telephone, giving their name or not as they choose.

## Training

Our procurement team here in the UK have been specifically trained on the requirements of the Modern Slavery Act.

All of our new starters attend a central induction program, including training in our Code of Ethics and are required to pass a test to demonstrate the appropriate level of their understanding. We provide our people with suitable levels of support, education and training.

## Looking forward

We plan to introduce a more detailed annual review of our preferred supplier list, incorporating both desktop studies of these organisations, looking at their management policies and procedures and with some, carry out on-site audits where we perceive a higher risk.

We will continually review our processes and policies to ensure they are sufficient and appropriate in light of the Modern Slavery Act.

This statement was approved by the Directors of Bureau Veritas UK on 22<sup>nd</sup> March 2019.

## Ken Smith

Chief Executive Officer  
Bureau Veritas UK Limited

