Modern Slavery Act Statement 2020

Statement

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.

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 31st December 2020.

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.

The impact of the COVID-19 global pandemic has impacted our ability to further strengthen MSA compliance, but since our last statement we have;

- Invested time and resource in to improving our supplier management system by completing an internal review of the process.
- Continued to enhance our control by implemented additional compliance audits.
- Ensured all suppliers signed up to the terms outlined in our Global Code of Ethics (2020)
- Published a new Global Human Rights policy during the year.

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.

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.

Compliance to our standards is administered and monitored by a dedicated Procurement function in our UK Finance Shared Services Centre. This procurement function also ensures compliance for the following group entities:

- Bureau Veritas Building Control UK Limited
- Bureau Veritas Certification UK Limited
- Bureau Veritas SA UK Branch
- Bureau Veritas Certification Holding SAS UK

Looking forward

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 21st June 2021.

Ken Smith
Chief Executive Officer
Bureau Veritas UK Limited