



## Vp plc Modern Slavery Statement

This Modern Slavery statement covers the financial period of January 2024 to January 2025

### Introduction

At Vp plc we are committed to ensuring that modern slavery, human trafficking, and any form of forced or child labor have no place in our operations or supply chain. We take a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business relationships. We fully support the UK Modern Slavery Act 2015 and are committed to complying with its provisions.

This statement sets out the steps we have taken and will continue to take to combat modern slavery within our business and supply chain.

### Our Business and Supply Chains

Vp plc is a specialist rental business with the majority of our activity taking place in the UK. Our objective is to deliver sustainable, quality returns to our shareholders by providing products and services to a diverse range of end markets including infrastructure, construction, housebuilding and oil and gas, both in the UK and overseas.

Our supply chain spans various sectors. We work with a diverse range of suppliers, both local and international, with the Group predominately working with a number of key major equipment suppliers of which the majority are based in Europe. The Group primarily buys new equipment from vendors with strong reputations for product quality and reliability, and we continuously evaluate and assess the risks associated with modern slavery within these relationships.

### Our Policies and Procedures

We have implemented the following policies and procedures to prevent the risks of modern slavery within our business and supply chains:

1. **Right to Work & Minimum Wage:** All Vp employees have the necessary documentation to legally work in the countries in which they work and no one under the legal minimum age for admission to work is employed.
2. **Auditing:** This year we have implemented an auditing process, auditing employee bank details highlighting any duplicate accounts and accounts in different legal names, which can be a sign of modern slavery.
3. **Behaviour Expectations:** where possible we build longstanding relationships with our suppliers and make clear our expectations of behaviour and we have systems in place to encourage the reporting of concerns.
4. **Due Diligence and Risk Assessment:** We risk based approach regarding the



compliance of our supply chain. We assess compliance by our suppliers and contact those from whom we need more clarity. In the small number of instances where we assess the risk to be relatively high we carry out further checks to ensure compliance with stated policies and procedures. Internally, we have added additional steps of due diligence within our on boarding process focused around spotting potential signs of modern slavery.

- 5. Training and Awareness: All Vp employees have access to the Employee Handbook which includes sections on the Modern Slavery Act 2015 and on our Whistleblowing Policy and helpline number. We also provide opportunities for colleagues to attend external training, to raise awareness of modern slavery risks. This training helps staff identify potential issues and understand the procedures to report concerns.
- 6. Whistleblowing Policy: We have a confidential whistleblowing policy in place to ensure that employees, and any external parties, can report any concerns regarding modern slavery or human trafficking without fear of retaliation. Reports are taken seriously and investigated promptly. Details of the whistleblowing channel can be found in the Employee Handbook, the Whistleblowing Policy, and 'We Care' Posters on site notice boards and communal areas across our locations. We commit to investigating all concerns raised, and if deemed appropriate will report results of subsequent investigations to the Group's board of directors.

**Our Commitment to the Future**

Vp plc understands that the risks associated with modern slavery are constantly evolving and that it must continue to monitor and enhance its actions in this area.

We are committed to continuous improvement in addressing the risk of modern slavery in our business and supply chain and as such we have set up a group-wide procurement team who will work with each division in delivering a consistent approach to supply chain management across our entire business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Modern Slavery statement for the calendar year 2025.

Signature

Name	<hr/> Anna Bielby <hr/>
Position	<hr/> Chief Executive Officer <hr/>
Date	<hr/> 09th January, 2025 <hr/>