



## Modern Slavery Statement

Voicevale Group recognizes its responsibility to buy raw materials in an ethical manner, in accordance with the principals of the social values which form the basis of our relationships with our suppliers. We believe however that this responsibility is not only ours but also those of our suppliers.

Our commitment towards the Modern Slavery Act 2015 extends to ensuring compliance of the Act not only within the Voicevale group, but also within all of our suppliers.

We ensure at all times that our suppliers treat all of their employees fairly and respect their human rights. That their employment practices give equal opportunities to all of their employees and working conditions are safe and conducive to acceptable standards in this modern age.

Our suppliers are encouraged to establish health and safety procedures that ensure protection of all their workers, their remuneration is not below that which is required by local laws or in the absence of any local law that pay and working hours generally is appropriate to the nature of the work within the country and that no worker is coerced or forced to work under slavery.

As part of our due diligence process we continuously travel to the factories we source our products from and audit their practices , not only in so far as the actual factories we buy from, but also in so far as their supply chains ensuring there is no likelihood of any human trafficking taking place . If during our appraisal of their methods we do find any suspicion of non compliance, or any lack of control of their supply chain management, we asses and direct our suppliers to change their methods and re-audit the factory until such time that we are satisfied with their renewed procedures.

As Voicevale group, we only work with those who are prepared to adhere to modern standards and are in no way knowingly associated with any human trafficking and modern slavery.

All directors of the Voicevale Group acknowledge this policy statement and are responsible for its application.

...\