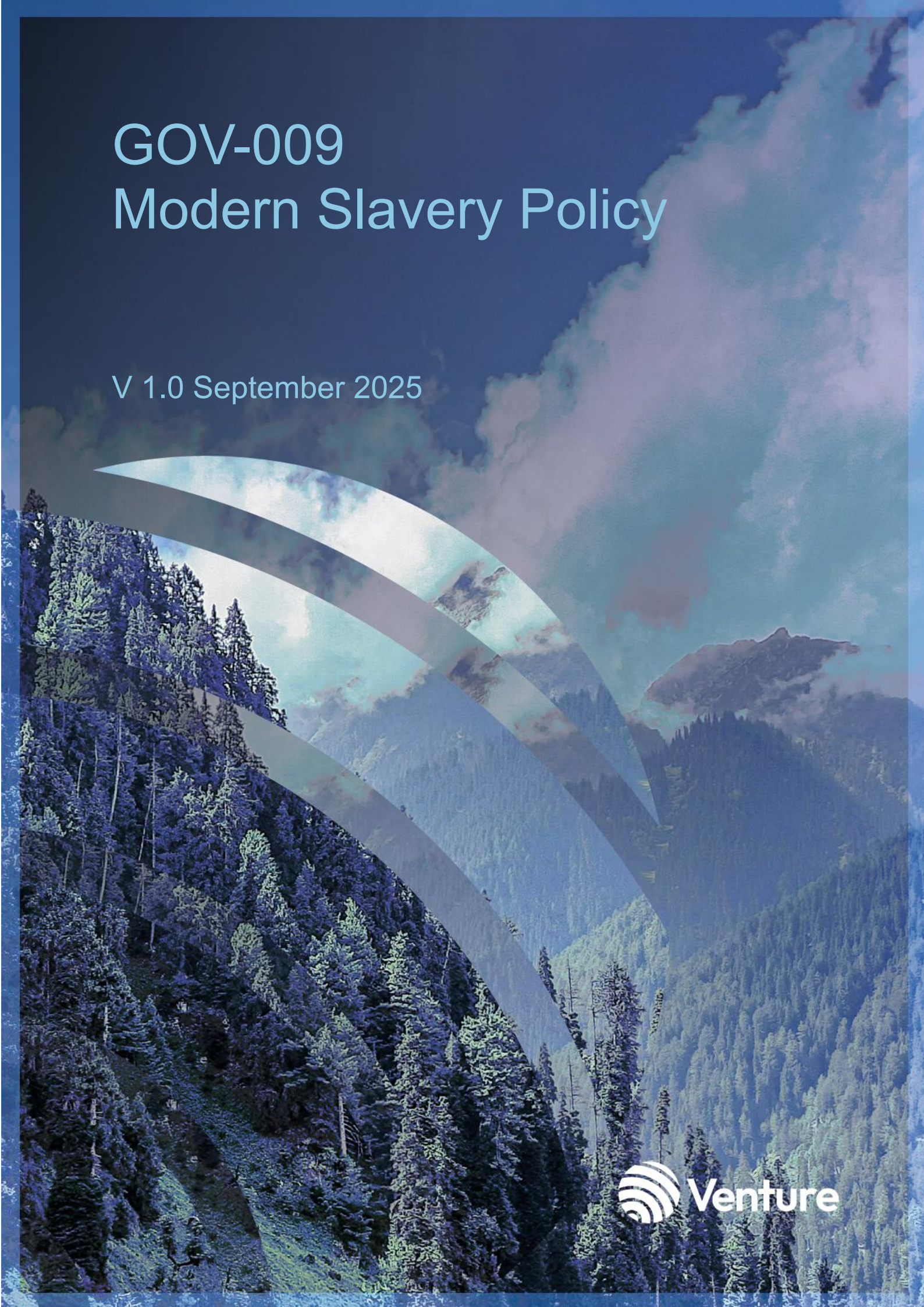
GOV-009
Modern Slavery Policy

V 1.0 September 2025



Venture

Version	Date	Author	Changes Made	Next Review
1.0	01 September 2025	HR & Ops Director	Initial policy issue	01 September 2026

Introduction

Venture is committed to preventing modern slavery and human trafficking in all aspects of its business and supply chains. We recognise our responsibilities under the UK Modern Slavery Act 2015 and are dedicated to ensuring that no form of slavery or human trafficking occurs within our organisation or those we conduct business with.

Although Venture is not currently required by law to publish a Modern Slavery Statement under the Modern Slavery Act (threshold £36m turnover), we voluntarily adopt the principles of the Act and implement robust measures to ensure compliance.

Scope

This policy applies to all individuals working for Venture, including employees, contractors, suppliers, and business partners, regardless of location. It covers all sectors of the business and all countries in which we operate.

Commitment to Anti-Slavery Practices

Venture adopts a zero-tolerance approach to modern slavery in all its forms, including forced labour, bonded labour, child labour, and human trafficking. We are dedicated to acting ethically and with integrity in all our business dealings and to implementing effective systems to prevent modern slavery in our operations and supply chains.

Our approach is guided by the International Labour Organisation (ILO) Core Conventions and the UN Guiding Principles on Business and Human Rights.

Due Diligence and Risk Assessment

To mitigate the risk of modern slavery, Venture undertakes the following actions:

- Conducting proportionate risk assessments to identify potential areas of concern in our operations and supply chains.
- Embedding contractual requirements to ensure third-party partners comply with our anti-slavery standards.
- Requiring suppliers to adhere to our Code of Conduct and confirm compliance with relevant anti-slavery legislation.
- Applying enhanced due diligence to higher-risk suppliers and sectors where appropriate.

Training and Awareness

We provide training to employees on modern slavery, highlighting how to recognise and report instances of exploitation. Key personnel involved in recruitment, procurement, and supply chain management receive enhanced training to ensure thorough understanding and compliance.

Reporting and Accountability

Employees, suppliers, and other stakeholders are encouraged to report any concerns related to modern slavery. Reports may be made confidentially to a line manager, directly to the HR & Operations Director, or through our whistleblowing channels. All reports will be investigated thoroughly, and appropriate action will be taken.

Any employee found to have breached this policy will face disciplinary action, up to and including dismissal. Suppliers or contractors in breach may face termination of contracts.

Review

This policy will be reviewed annually, or sooner if required, to ensure its continued relevance and effectiveness.