

Voluntary Legal Entity Modern Slavery Statement

Voluntary statement to be published on the CHAS website. There is no legal requirement to publish voluntary statements, this is a business decision to do so. It will also not need to be added to the Government Modern Slavery Register as CHAS do not make a turnover exceeding £36 million.

Modern Slavery and Human Trafficking Statement – CHAS 2013 Limited

1. Introduction

- 1.1. CHAS 2013 Limited does not meet the reporting threshold under Section 54 of the Modern Slavery Act 2015. However, as a responsible and ethical organisation, we have chosen to voluntarily publish this statement to demonstrate our commitment to preventing modern slavery and human trafficking within our business operations and supply chains.
- 1.2. This voluntary statement outlines the actions CHAS 2013 Limited has taken during the 2026 financial year to identify, prevent, and address modern slavery and human trafficking within our operations and supply chains.

2. What is Modern Slavery and Human Trafficking

- 2.1. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- 2.2. Human trafficking specifically involves the recruitment, transportation, transfer, harbouring or receipt of individuals through force, coercion, deception or abuse of vulnerability for the purpose of exploitation.
- 2.3. Indicators of modern slavery may include but are not limited to: restrictions on freedom of movement, retention of passports or documents, deceptive recruitment practices, intimidation or threats, withholding of wages, or working conditions that suggest coercion or exploitation. Employees are encouraged to remain vigilant and report any concerns via internal reporting mechanisms.

3. Our Commitment

- 3.1 CHAS 2013 Limited maintains a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all business dealings to uphold the ethical standards set out in our policies, including:
 - 3.1.1. Modern Slavery Policy
 - 3.1.2. Code of Conduct
 - 3.1.3. Whistleblowing Policy
 - 3.1.4. Anti-Bribery and Corruption Policy

3.1.5. Control of Suppliers Policy

- 3.2. These policies reinforce our commitment to preventing forced labour, child labour, human trafficking, and other exploitative practices.

4. Our Business

- 4.1. CHAS 2013 Limited operates primarily in the United Kingdom is a leading provider of compliance and risk management services for the construction and procurement sectors. Its primary mission is to "help bring workers home safe" by setting industry benchmarks for health and safety.

5. Our Supply Chains

- 5.1. Our supply chain consists primarily of UK-based suppliers, supplemented by selected service providers in other regions. Supply chain categories include:

- 5.1.1. Technology providers
- 5.1.2. Professional services partners and consultants
- 5.1.3. SMEs and specialists service providers

- 5.2. All suppliers working under our standard terms must comply with our Supplier Code of Conduct, including standards relating to human rights and modern slavery. High-risk suppliers identified through our risk-rating framework undergo enhanced assessments and due-diligence checks.

6 Due Diligence Processes

- 6.1. We have established due diligence processes to identify, assess, and monitor supplier risks, including:

- 6.1.1. Verification of employee right-to-work documentation
- 6.1.2. Supplier onboarding and renewal assessments
- 6.1.3. Annual supply chain risk reviews
- 6.1.4. Audit programmes for higher-risk suppliers
- 6.1.5. Confidential whistleblowing channels

- 6.2. We recognise that the absence of identified incidents does not necessarily indicate absence of risk; therefore, we continue to strengthen these processes year on year.

7 Risk Assessment and Management

- 7.1. We assess modern slavery risks based on geographical, sectoral, and operational indicators. Elevated risks may arise in:

- 7.1.1. International partner networks
- 7.1.2. Subcontracted professional services
- 7.1.3. Technology providers with multi-tier global supply chains

- 7.2. Where risk is identified, mitigation actions include enhanced audits, implementation of corrective action plans, or cessation of supplier relationships.

8 Training and Awareness

- 8.1. Employees receive training during onboarding to ensure they understand mandatory policies and where to find them, reporting expectations, and whistleblowing procedures. Employees involved in procurement and supplier engagement follow professional ethical standards aligned with their area of expertise.

9 Effectiveness

- 9.1. To measure progress, we monitor:
- 9.1.1. Audit findings and corrective actions
 - 9.1.1. Employee training completion rates
 - 9.1.2. Frequency and severity of reported concerns
- 9.2. We remain committed to continuous improvement of our modern slavery prevention measures.

10 Approval

- 10.1 This voluntary statement constitutes the CHAS 2013 Limited Modern Slavery and Human Trafficking Statement for the 2026 financial year. It has been approved by a Director of CHAS 2013 Limited and will be reviewed annually.

Signed:

01/06/2026



Chief Executive Officer, UK Supply Chain Division, CHAS UK.

A: Civic Centre, London Road, Morden, Surrey, SM4 5DX.

E: info@veriforce.com

T: 0343 253 8365

www.chas.co.uk