

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### Introduction

This Modern Slavery and Human Trafficking Statement is made in accordance with and as a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 December 2025.

Ventilation Surveys and Services Ltd ('the **Company**', '**we**', '**us**' or '**our**') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero tolerance towards slavery and require our supply chain to comply with our values.

Our overall responsibility for identifying, assessing, and managing modern slavery risk and responding to modern slavery is overseen by the CEO.

### Organisational Structure

Ventilation Surveys and Services Ltd and has business operations in the United Kingdom.

We operate in the HVAC sector. The nature of our supply chains is as follows: We work with a number of key direct suppliers, who provide us with goods, such as equipment for our premises, and services, such as outsourced business processes, IT software and marketing services

For more information about the Company, please visit our website: [www.vssltd.co.uk](http://www.vssltd.co.uk).

### Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Engage with workers and suppliers.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Enhance the connections to business sustainability as we work towards achieving our Net Zero emissions in line with the goals of the NHS climate targets.

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## Risk and Compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because The majority of our supply chain is based directly in the UK and within low-risk industries for outsourced services and production.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

## Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of suppliers - 75% of suppliers - each year, focusing on those suppliers who outsource services themselves.

## Training Staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- What initial steps should be taken if slavery or human trafficking is suspected.
- Overall policy details and processes to follow

The statement was approved by the board of directors on 15 January 2026.

**For and on behalf of Ventilation Surveys & Services Ltd**



**George Friend**  
Company CEO

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