

# VBMS

## Modern Slavery Policy Statement

VBMS wants to be the best in class total solution provider in the renewable, electricity and oil & gas markets, by proactively approaching our clients with solutions and services which will help them to achieve their business goals.

VBMS recognizes that for the success of the company safe, effective, and efficient project execution is essential. The VBMS Integrated Management System (VIMS) is as such developed and implemented to contribute to this success. The VIMS meets the requirements of ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007 and VCA 2008/5.1.

In addition, VBMS operate an ethical and open approach to the way we do business. We do not tolerate any form of unethical behavior including unfair anti-competitive business practices.

VBMS recognizes that it has a responsibility to take a robust approach to slavery and human trafficking. Following the implementation of the Modern Slavery Act 2015 in the United Kingdom, VBMS is committed to maintaining and enforcing effective systems and controls to prevent slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

Modern slavery is criminal activity and a violation of human rights. The deprivation of a person's liberty by another in order to exploit them for personal or commercial gain is unacceptable. For these reasons, slavery and human trafficking are a matter of zero tolerance at VBMS.

This policy applies to all members, employees, agents, consultants and those parties in our supply chain, wherever in the world they operate. Any reported breach of this policy will be investigated and may lead to legal proceeding or disciplinary action, which subsequently could result in employee dismissal.

VBMS commits to taking all necessary steps to ensure the workforce who we and our suppliers engage is free from effects associated with modern slavery, human trafficking, forced or bonded/imprisoned labor.

VBMS will conduct "right to work" checks on every employee within its employment at induction. We expect all our supply chain to perform the same checks in accordance with the applicable Immigration laws of the countries we are operating in.

The detection and reporting of slavery is the responsibility of all of us. Any concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage should be raised. This can be done by using the whistleblowing procedure as can be found in the VBMS Employee Handbook.



Managing Director VBMS  
A. van Poppel  
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