VWJ EARTHMOVING LTD.

TOPSOIL • AGGREGATES • TIPPER & GRAB HIRE

Clay Lane, Haslington, Nr Crewe, Cheshire CW1 5SQ
Tel/Fax: 01270 251522 Mobile: 07956 578 999
www.vwjearthmoving.co.uk Email: vicky@vwjearthmoving.co.uk

Modern slavery statement VWJ Earthmoving Ltd

This statement is made pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that VWJ Earthmoving Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. VWJ Earthmoving Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against and form of modern slavery taking place within the business or our supply chain.

Our Business

VWJ Earthmoving runs a fleet of 8 wheeler tipper lorries that carry muck and aggregates throughout Cheshire and Staffordshire.

Our High Risk Areas

We do not have any areas of high risk regarding Modern Slavery, as our staff have to produce identification in the form of driving licences, including agency staff.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear or reprisals.
- Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

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Our Suppliers

VWJ Earthmoving Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- (For UK based suppliers) They pay their employees at least the national minimum wage/national living wage (as appropriate)
- (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations.
- We may terminate the contract at any time should any instances of modern slavery come to light.

Training

We regularly conduct training so that everyone understands the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supple chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval For This Statement

This statement was approved by the Managing Director on 01/10/19

Signed: V. Webb-Johnson

Name: Victoria Webb-Johnson

Position: Managing Director

Date: 06/01/2026

Review Date: 05/01/2027