

TRAINING AND DEVELOPMENT POLICY

Veritech Systems Ltd promises to provide a training and development program for its staff that is structured and includes both vocational and occasional refresher training. The goal aimed at is to ensure success while enabling a high standard of service. This is also provided to comply with the Private Security Industry Act of 2001, the applicable legislation.

Ensure that our supply chain including contractors and other service providers are aware of the requirements of this legislation.

The Fairness, Inclusion & Respect (FIR)

The FIR Program is an industry-wide initiative that aims to change the culture of construction and make workplaces better for everyone.

The program provides free, industry-endorsed training, resources and guidance which support businesses and their staff to become more innovative and welcoming by addressing workplace cultural challenges. This, in turn, helps attract and retain a wider, more diverse range of workers to the industry.

Anyone can access the program's free online resources – found in the FIR toolkit – and attend free training workshops. The construction industry is increasingly becoming more diverse, welcoming and inclusive – dispelling the old myths and stereotypes it had. The FIR Programme plays a key role in the positive cultural shifts of the industry.

Risk Assessment

Regular risk assessments are undertaken to ensure we identify any high risk areas within the business and our supply chain. Any adverse findings shall be promptly and robustly addressed.

Risks within the business are assessed using internal metrics. When assessing our suppliers, the type of supplier, the geographical location of the supplier and any internal procedures used by the supplier to prevent slavery and human trafficking are all taken into consideration.

Veritech actively Develops and promotes awareness of the modern slavery issues through provision of information and training to all staff.

We determine appropriate method of measuring effectiveness of the actions we are taking against modern slavery.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Veritech Systems 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.

The Company's policy statement on training states:-

'Veritech Systems Ltd aims at providing our clients with the highest possible quality service while at the same time furnishing our employees with a productive and happy working environment.'

Due Diligence Process

To highlight our zero tolerance approach to modern slavery, a statement is sent to all key suppliers confirming the conduct expected of them in relation to slavery and human trafficking specifically.

Additionally, our contractual due diligence process ensures all key suppliers confirm their attitude to slavery and human trafficking, along with details of their policies and procedures. Furthermore, our standard contractual terms include appropriate Modern Slavery provisions.

Training

Training for our staff is an important element in ensuring that our zero tolerance approach to slavery and human trafficking is embedded throughout the organisation. Specific training is included in our induction material and annual equality and diversity training

Performance Indicators

We monitor the effectiveness of our procedures by:

- Conducting an annual review of our policies to ensure they remain current
- Continually monitor any relevant developments/best practise material
- Continually embed our policies throughout the business
- Consider the responses from our suppliers and identify any areas for improvement

We train staff members to be able to handle all tasks relevant to their specific assignments and to maintain or acquire required specialist skills. Training is provided at continuation, refresher and contingency levels.

This policy has been reviewed and approved by the Directors of the firm and has the support of all management levels in Veritech Systems Ltd.

For and on behalf of Veritech Systems Ltd

P R Oldridge (MD)

