Modern Slavery Statement

Organisation

This statement applies to Veho Solutions Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2025-2026.

Organisational structure

The Organisation is controlled by Rachel Garvey (Managing Director) and operates with a remote workforce consisting of employees and a cohort of contractors based across the United Kingdom. Operations are managed remotely to ensure flexibility and nationwide coverage. The Organisation does not have physical branches but functions through a network of professional drivers, hospitality staff and specialist leak detection technicians deployed as needed.

The Organisation's main activity is the provision of professional drivers for clients' own vehicles, supporting private individuals, events, and the public sector. Additionally, hospitality and management staff are provided when and where required, complementing the bespoke services offered. Alongside these services, the Organisation provides specialist advanced leak detection services. Leak detection work is carried out by trained employees and vetted contractors. The work is primarily carried out across the United Kingdom, with occasional driving assignments requiring contractors to travel to mainland Europe.

Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply chains

In order to fulfil its activities, the Organisation's main supply chains include those related to the provision of professional chauffeur services, hospitality staffing and specialist leak detection. This includes the procurement of services necessary to aid operations, such as IT services, scheduling software, and communication tools sourced from various suppliers across the United Kingdom and Europe.

The Organisation understands that its first-tier suppliers are intermediary service providers and equipment distributors, who in turn have contractual relationships with lower-tier suppliers

responsible for technical and logistical support and, in the case of detection equipment, PPE and workwear, with manufacturers that may be based outside the United Kingdom. As part of our commitment to ethical sourcing, the Organisation works to ensure that all suppliers adhere to fair labour practices and uphold high standards of compliance and integrity.

By maintaining a flexible and efficient structure, the Organisation can meet the needs of its diverse clientele while upholding its commitment to ethical employment practices.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist within the provision of contracted labour, particularly in the driver and hospitality staffing sectors. These industries inherently involve a high degree of temporary and flexible employment, increasing the potential risk of exploitation, particularly within subcontracted or agency-supplied labour. Additionally, there is potential exposure in the reliance on third-party service providers, such as IT support and scheduling software providers, where supply chain transparency may be limited.

In general, the Organisation considers its exposure to slavery and human trafficking to be relatively limited. However, given the nature of the workforce and the use of contractors, vigilance is required to ensure compliance with ethical labour practices. The Organisation has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it. These steps include due diligence checks, supplier assessments, and commitments to ethical labour standards across all operational areas.

The Organisation's modern slavery risks, including those arising from its specialist leak detection services, are subject to the same monitoring procedures as all other areas of the business.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

The Organisation has implemented a zero-tolerance policy towards modern slavery within its operations and supply chains. This policy is embedded across all aspects of the business and reinforced through the following measures:

Supplier Compliance: All suppliers and service providers are required to adhere to strict ethical labour standards. Any supplier found to be involved in, or suspected of being involved in, modern slavery will face immediate contract termination.

Due Diligence & Risk Assessment: The Organisation continuously assesses its supply chains to identify and mitigate potential risks of modern slavery, with a focus on high-risk areas such as subcontracted labour and third-party service providers. Before engaging any driver, hospitality worker or leak detection technician, the Organisation verifies identity and right to work, confirms that payment is made directly to a bank account in the individual's own name, and checks relevant qualifications.

Training & Awareness: Employees are educated on modern slavery risks, the signs of exploitation, ethical labour practices, and compliance standards to ensure company-wide commitment.

Ongoing Monitoring: The Organisation conducts regular reviews of its supply chain policies and procedures to maintain the highest compliance standards and ensure accountability.

By enforcing this zero-tolerance policy, the Organisation remains committed to eliminating modern slavery risks and upholding ethical employment practices in all operations.

Key performance indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

Employee Training – Tracking the number of employees who have completed modern slavery awareness training.

Incident Reporting & Resolution – Monitoring the number of reported concerns related to modern slavery and ensuring timely investigation and resolution.

Supplier Due Diligence – Measuring the percentage of suppliers and third-party service providers that have passed modern slavery due diligence checks.

Policy Review & Updates – Evaluating how frequently the Organisation's modern slavery policies are reviewed and updated to reflect best practices.

Stakeholder Engagement – Assessing engagement with industry bodies, NGOs, or initiatives focused on preventing modern slavery.

Contract Terminations – Recording instances where contracts have been terminated due to non-compliance with ethical labour standards.

Policies

The Organisation has the following policies which further define its stance on modern slavery:

A Modern Slavery Policy
Supplier Code of Conduct
Recruitment Policy

Training

The Organisation provides the following training to staff to effectively implement its stance on modern slavery: Modern Slavery Training provided by BrightHR and awareness of inhouse policies.

Slavery compliance officer

The Organisation has a Slavery Compliance Officer – Rachel Garvey (Managing Director), to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed…  .....
Rachel Garvey
Managing Director

Date.....16/11/2026.....