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Owner	Managing Director

Modern Slavery & Human Trafficking Policy

Kaneas family group policy - applies to Vital GRP, Vital Manufacturing, Vital Distribution, GRP Express and Vital Global.

 KANEAS	 Vital VITAL GRP	 Vital VITAL DISTRIBUTION	 GRP EXPRESS
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Modern slavery is a crime and a violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour and human trafficking. The Kaneas family maintains a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships.

We implement proportionate systems and controls intended to prevent modern slavery in our own operations and supply chains. We expect suppliers and business partners to uphold equivalent standards and to require the same of their own supply chains.

Supply-chain expectations

- Maintain policies or commitments addressing modern slavery and human trafficking.
- Assess relevant risks and maintain proportionate actions for higher-risk activities or supply chains.
- Raise awareness so personnel can recognise and report warning signs.
- Consider modern slavery risks in recruitment and procurement processes.
- Cooperate with reasonable due-diligence and information requests.
- Where the statutory tests are met, publish an annual modern slavery statement in accordance with section 54 of the Modern Slavery Act 2015. Current UK guidance applies a total-turnover threshold of £36 million.

Who this policy applies to

This policy applies to all persons working for or on behalf of any Kaneas family business in any capacity, including employees, directors, agency and seconded workers, contractors, external consultants, third-party representatives and business partners.

Responsibility

The Managing Director has overall responsibility for ensuring that this policy supports our legal and ethical obligations. The Quality Manager may support day-to-day implementation, monitoring, queries and audit activity. Managers must ensure that people reporting to them understand this policy and receive appropriate information or training.

Compliance and reporting concerns

All employees must read, understand and comply with this policy. Everyone working for or on behalf of the group must avoid activity that could lead to, or suggest, a breach and must raise concerns at the earliest possible stage.

A concern or suspected breach should be reported to a manager, the Managing Director or the Quality Manager, or under the Whistleblowing Policy. If there is uncertainty about an act, the treatment of workers or working conditions within any supply-chain tier, advice should be sought promptly.

We support people who raise genuine concerns in good faith, even if those concerns prove to be mistaken. No person should suffer detrimental treatment for making a good-faith report. Any suspected retaliation should be reported immediately and, for employees, may also be raised through the Grievance Procedure.

Communication, training and breaches

Relevant awareness forms part of induction and refresher activity. Our zero-tolerance position must be communicated to suppliers, contractors and business partners at the outset of a relationship and reinforced where appropriate.

An employee who breaches this policy may face disciplinary action, including dismissal for misconduct or gross misconduct. We may terminate relationships with other individuals or organisations working on our behalf where they breach this policy.



Kevin Webb
Managing Director
Approved 12 February 2026