

Modern Slavery Statement for Vogelsang Ltd

Financial Year: 2025

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Vogelsang Ltd has taken to prevent modern slavery and human trafficking in our business and supply chains.

1. Introduction

Vogelsang Ltd is committed to acting ethically and with integrity in all our business dealings. We take a zero-tolerance approach to modern slavery and human trafficking and are dedicated to ensuring that our business and supply chains are free from such practices.

2. Our Business and Supply Chains

Vogelsang Ltd is a wholly owned subsidiary of Vogelsang GmbH, and operates in the Biogas, Agriculture, Industry, Wastewater and Transportation sectors, supplying pumps, grinders, macerators and associated technology. We work with suppliers and partners in United Kingdom and Germany.

Vogelsang GmbH is fully compliant with the "Lieferkettensorgfaltsgesetz" – Supply Chain Due Diligence Act.

3. Policies in Relation to Modern Slavery

We have implemented the following policies to help identify and mitigate the risk of modern slavery:

- Modern Slavery and Human Trafficking Policy – Outlines our commitment to combatting modern slavery
- Supplier Code of Conduct – Requires all suppliers to adhere to ethical labour standards
- Whistleblowing Policy – Encourages employees to report concerns about unethical practices

4. Risk Assessment and Due Diligence

To mitigate the risk of modern slavery, we:

- Conduct risk assessments to identify high-risk areas in our business and supply chains
- Carry out due diligence on suppliers, including audits and compliance checks
- Require suppliers to confirm their adherence to our ethical policies

5. Training and Awareness

We provide training to employees and key stakeholders to help them recognise and respond to modern slavery risks. This includes:

- Regular training for procurement and HR personnel
- Awareness programmes for employees on recognising signs of exploitation

6. Performance Monitoring and Effectiveness

We measure our progress in tackling modern slavery by:

- Reviewing reports of suspected modern slavery cases
- Monitoring supplier compliance and conducting periodic audits
- Gathering employee feedback on modern slavery awareness

7. Future Steps

We are committed to continuous improvement and will:

- Strengthen our supplier audits and risk assessment processes
- Enhance training programmes to improve awareness and response
- Collaborate with industry groups and regulators to share best practices

Approval and Publication

This statement has been approved by the Board of Directors of Vogelsang Ltd and will be reviewed annually. It is published on our website in accordance with the Modern Slavery Act 2015.

Signed:



Jonathan Gutteridge
Managing Director
Vogelsang Ltd
2nd January 2025