



Modern Slavery Statement

2024 Vove Agency Ltd Modern Slavery Statement

Vove is committed to preventing acts of modern slavery and human trafficking.

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and sets out the steps we take to identify, address and prevent modern slavery and human trafficking in our business and supply chain.

No incidents of modern slavery or human trafficking were reported within our business or supply chain during the previous financial year, ending June 30th 2023, nor in the first six months of this financial year (December 2024).

Structure of our organisation.

Vove is a UK registered design and marketing consultancy. Our offices are in Hartlepool, TS25 5TG. We currently have no overseas offices or overseas clients.

Our supply chains mainly include printing and packaging production companies, software companies, I.T. and other office equipment, professional services, and other office facilities services.

Our Policies

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or supply chain. Our anti-slavery and human trafficking policy reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking are not taking place.

Risk assessment

We do not operate in a high risk industry nor a high risk jurisdiction and based on the nature of our business and location of operations, there is an extremely low risk of any modern slavery in our own operations. In particular, we do not hire any temporary staff, or staff paid by the hour, and we only employ staff within the UK. However, we recognise that we have a low risk through our use of third party suppliers, so we have focused our



attention on minimising the risk of slavery and human trafficking in our supply chain by implementing effective due diligence processes.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted internal supplier audits.

Our due diligence procedures aim to:

- Identify and act on potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and compliance

We have evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through evaluating the slavery and human trafficking risks of each new supplier.

We do not consider that we operate in a high-risk environment because the majority of our supply chain is based in the UK and in low-risk industries, such as internet software and services.

We monitor our suppliers on an ongoing basis and will end our relationship with any suppliers who we believe may be involved in modern slavery or human trafficking.

People

We actively and at least annually review our HR policies and procedures, together with our HR consultants MBHR Limited, to ensure that we comply with all applicable laws and protect the rights and freedoms of all those working on our operations.

Our Employee Handbook addresses issues such as working hours, working conditions, discrimination, diversity, equality, health and safety in the workplace, holiday and sick pay and the protection of personal data. The Handbook also details our whistleblowing policy which can be used to report any instances of modern slavery, and will protect whistle blowers who highlight to us any risk of slavery or human trafficking within or linked to us through our supply chain.



Vove is committed to an ongoing review of its policies, procedures and contracting practices in relation to modern slavery and human trafficking and any changes will be reflected in future annual statements.

The Directors of the company (Shaun Hogg and Lisa Hogg) take responsibility for this Modern Slavery Policy and any member of staff with a concern is encouraged to contact them directly by any means convenient.