

# Together in Powering the Future

MODERN SLAVERY & HUMAN TRAFFICKING

V3

## TOGETHER IN POWERING THE FUTURE

The world of energy is changing and we are too. We're harnessing our 20+ years of experience in traditional energy markets and pushing forward our boundaries to enter a new era supporting the full energy mix and technology sectors. Visuna are here to power forward together into a brighter, cleaner and more reliable future.

At Visuna, we are on a journey with you in the energy transition. We are here to offer support in moving into sustainable markets at such an exciting time for energy and IT sectors.

Transformation is happening rapidly, and at Visuna we pride ourselves on our dedication to supporting companies in their energy innovation goals. As a leading recruitment company, we provide [global workforce solutions](#) in energy & tech. We serve as a transparent & reliable strategic partner to connect our world-class talent to you.

## Our Mission & Values

**Visuna's mission is to deliver maximum value to our clients and enabling opportunity insight. By providing an honest, flexible and proactive service, we find the right solutions for both our candidates and clients.**

It has been consistently important to us to provide the best service to our clients and key strategic partners over the years. At Visuna we believe we owe confidence and loyalty to those that we work with. We provide a friendly and sincere service to those we meet along the way.

It is important to us to provide a down to earth, no nonsense, and sincere foundation for interactions with the energy & tech communities. Visuna stand as a passionate and proactive organisation on the world stage. We stand together moving into powering the energy transition to a greener world overall via renewable energy sources.



### Growth

We thrive on evolving and pushing our boundaries



### Reliability

We honour our commitment to finding the right solution



### Agility

We are proactive and flexible in challenging circumstances



### People

We believe that together we can make a difference by showing care and being respectful



### Honesty

We are straightforward and build our reputation on trust

## Introduction

Visuna recognises that all businesses have an obligation to prevent slavery and human trafficking and will do all its power to prevent slavery and human trafficking within its business and within supply chains through which it operates.

Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery. We take our responsibility for supplying staff extremely and are highly conscious of the potential that agencies have with regards to being targeted by traffickers and unlicensed gang masters. Our own business processes and service offer to our Clients and Candidates ensures our employees are alert to the sign of exploitation, in order that we may take the necessary action promptly and effectively were it to be identified. The specialist nature of the personnel and services we provide reduces the risk of such practices although our business is committed to remaining diligent to enforcing the principles of the modern Slavery Act 2015.

This statement focuses specifically of Visuna compliance with the Modern Slavery Act 2015 (the Act) and highlights the steps we take to ensure there is no slavery or human trafficking occurring within our organisation or our supply chains. One of our Company's most valuable assets has always been its reputation for integrity and fairness. Maintaining this reputation within our markets is essential to our continued success.

## Our Business

Visuna is a privately owned recruitment company providing specialist personnel within the oil & gas industry. The company operates on a global basis with service companies in a wide range of geographical locations. As part of its services Visuna will contract with its Clients who wish to hire the services of temporary workers, and with temporary workers themselves who have skills and experience that meet the requirements of the Client.

Visuna is committed to ensuring the highest standards within its supply of personnel to its Clients. We believe that, in conjunction with the policies implemented by our Clients, Visuna can drive out any features of slavery and human trafficking from our supply chains.

## Our Supply Chains

Our supply chain includes, but is not limited to, sourcing Candidates for Clients. This may involve the use of external recruitment databases, networks and systems to source Candidates in addition to managing our own database and network of suitable Candidates. We expect all our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally-compliant and professional manner by adhering to our CD018 Integrity Guide for Suppliers, Contractors and Candidates. We also expect our suppliers to promote similar standards in their own supply chain.

## Our Policies on Slavery & Human Trafficking

All employees should be free to choose to work for their employer and to leave the company upon reasonable notice.

All employees and contractors must be provided with a clear contract of employment, which complies with local legislation.

All employees and contractors must be treated in a fair and equal manner and with dignity and respect.

Any form of discrimination, victimisation or harassment on the grounds of marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, trade union activity and offending background should be prohibited.

Our business and supply of personnel concentrates on the provision of experienced contractors who, both by our experience. The experience level dictates the minimum age of workers provided by Visuna which excludes young persons under the age of 18.

All applicable laws and industry standards on employee wages, benefits, working hours and minimum age are adhered to in all countries of operation, without any unauthorised deductions. All slavery and human trafficking laws must be complied with including, but not limited to, the Act. Suppliers must ensure that their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and within their supply chains and other external business relationships. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any other part of our business.

### Due Diligence Process for Slavery & Human Trafficking

Visuna ensure strict compliance checks are carried out for all Candidates we supply. We verify the identity of each Candidate and their right to work in each country before supply commences.

All Visuna employees have access to our company Whistleblowing Policy (CD004). Visuna is committed to protecting employees when disclosing malpractice and will ensure that all disclosers made in good faith will be treated confidentially and without fear of retaliation.

### Training

All staff within Visuna are expected to comply with all laws and acts in accordance with local guidelines and regulations and act with integrity and honesty. We have undertaken to review our policies and procedures annually to ensure our staff have access to any information and support they may require with all our company policies including Modern Slavery & Human Trafficking Policy. Further training will be provided as required, which is an area that remains under regular review.



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## Change Table

Version	Date	Description	Approved by
3	11 Jun 2025	<ul style="list-style-type: none"> <li>• New format applied</li> <li>• Director name change</li> <li>• Annual review carried out</li> </ul>	K Walker