

MODERN SLAVERY STATEMENT



Compliance & Validation Services Limited

Document Ref.:	POL-006-Rev. 01
Page:	1 of 4

Approver:

Name:	Job Title:	Signature:	Date:
John Welbourn	Consultancy Director	<i>John Welbourn</i>	04-Feb-2026



Doc. Ref.	: POL-006-Rev. 01	Modern Slavery Statement	Page	: Page 2 of 4
Company	: Compliance & Validation Services Ltd.		Date	: 04-February 2026

DOCUMENT HISTORY

Revision No.	Date:	Reason for issue:
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Doc. Ref.	: POL-006-Rev. 01	Modern Slavery Statement	Page	: Page 3 of 4
Company	: Compliance & Validation Services Ltd.		Date	: 04-February 2026

1. INTRODUCTION

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Compliance and Validation Services Limited (hereinafter referred to as "CVS") during its financial year ending 13 October 2026 to ensure that modern slavery and/or human trafficking is not taking place in our business and/or supply chains.

Modern slavery is comprised of slavery, servitude, forced or compulsory labour, and human trafficking. All of which deprive a person of their liberty by another as a means to exploit them for commercial and/or personal gain.

CVS maintains a zero-tolerance attitude towards any form of modern slavery. CVS maintains its commitment to acting ethically, with integrity and transparency in business dealings, as well as, ensuring effective systems and controls are in place to safeguard against all forms of modern slavery both internally and externally through our supply chains.

CVS has no subsidiary companies.

2. OUR ORGANISATION

Compliance & Validation Services Limited is a company that provides validation and compliance services to the pharmaceutical and related industries. These services include pharmaceutical validation training either in-house, hotel based or on-line, pharmaceutical consultancy, pharmaceutical validation project management and the provision of pharmaceutical verification / qualification / validation resources. Our company is led by our two company directors, John Welbourn and Mike James, who founded the company together in 2009.

We are a company founded and run by compliance professionals for compliance professionals. We understand that every individual is unique and deserves to be treated with respect, integrity and transparency.

3. OUR APPROACH

Our overall approach is governed by compliance and development of best practices in providing our services to the pharmaceutical and related industries.

Our key objective is to minimise the risk of modern slavery and human trafficking in our organisation and our supply chains. We do this by regularly monitoring and reviewing our policies and procedures.

4. OUR POLICIES

We have several internal policies/procedures that ensure that we are conducting business in an ethical and transparent manner. These include:

- Code of Ethics Policy - based upon the following Ethical Principles; honesty, promise keeping, fairness, respect for others, compassion and integrity.
- Equality, Sustainability and Diversity Policy – recognising and upholding the nine characteristics to equality, as these are defined in the Equalities Act 2010.
- Recruitment Policy - we continue to operate a robust recruitment policy, including checks on anyone we engage with (including limited company contractors) are eligible to work in the UK, have appropriate registrations and where applicable company insurance. to safeguard against human trafficking or individuals being forced to work against their will.

5. OUR SUPPLY CHAIN

We have zero tolerance to modern slavery and/or human trafficking and take all reasonable steps to ensure those in our supply chain and contractors comply with these values.



Doc. Ref.	: POL-006-Rev. 01	Modern Slavery Statement	Page	: Page 4 of 4
Company	: Compliance & Validation Services Ltd.		Date	: 04-February 2026

We expect our suppliers to adopt the same zero tolerance that we do regarding modern slavery. To ensure compliance with our standards all new supply and service contracts we enter include an obligation on our suppliers to address and be responsible for eradicating modern slavery. In addition, our suppliers are expected to agree to adhere to our Modern Slavery Statement and provide a copy of their Statement to us.

Our supply chains are currently all based in the United Kingdom. Should any instances of modern slavery come to light, we may terminate the contract with immediate effect.

6. OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that modern slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes CVS Anti-Slavery and Human Trafficking statement for the financial year ending 2025/26.

7. RESPONSIBILITIES

The Company management is committed to compliance with the Modern Slavery Act 2015 as laid out in our Anti-Slavery and Human Trafficking statement. The following personnel have specific responsibilities for the implementation of this Statement:

John Welbourn	Consultancy Director	Jointly with the other named Director, ensure that the company statement is proactively managed and followed.
Michael James	Training Director	Jointly with the other named Director, ensure that the company statement is proactively managed and followed.
Angela Welbourn	Office Manager	To manage company documentation.