VG&P Ltd
Offley Works
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Oval
London
SW9 0FJ

Human Rights & Modern Slavery Statement 2026

Commitment & Policy Scope

At VG&P Ltd, we are committed to respecting and supporting internationally recognised human rights across all our business activities and supply chains. Our approach aligns with the UN Guiding Principles on Business and Human Rights, the ILO Core Labour Standards, and the principles of the UK Modern Slavery Act 2015.

VG&P operates a zero-tolerance policy towards modern slavery, human trafficking, forced labour, child labour, and any form of human rights abuse or exploitation. While VG&P is below the turnover threshold required for compulsory reporting under the Modern Slavery Act 2015, we voluntarily publish this statement to uphold best practice and demonstrate our commitment to ethical operations.

About VG&P

VG&P is based in London, with a showroom in Oval and a workshop in Walthamstow. VG&P designs and makes long-lasting, sustainable furniture in the UK. Most of our suppliers are based in the UK, with the remainder located in Europe.

Key Human Rights Principles

- Fair Labour Standards & Living Wages: All workforce members are directly employed under fair, transparent employment contracts complying fully with UK HR legislation. We ensure workers receive fair remuneration, compliant working hours, and equal pay for equal work.
- Non-Discrimination & Workplace Respect: We foster an inclusive culture that prohibits discrimination, harassment, or bullying on any grounds, including race, gender, age, disability, sexual orientation, religion, or background.
- Health, Safety, and Wellbeing: We provide safe and healthy working environments across our office, showroom, and manufacturing facilities, striving for continuous improvement in workplace safety and employee mental and physical wellbeing.
- Freedom of Association & Voice: We respect the rights of all workers to form or join trade unions, engage in collective bargaining, and freely discuss workplace concerns without fear of retaliation or reprisal.

Supply Chain & Due Diligence

VG&P sources raw materials and finished products from both UK and European suppliers. We expect all business partners and suppliers to share our commitment to respecting human rights and maintaining high ethical standards.

- Supplier Evaluation: Suppliers must complete an evaluation questionnaire covering quality, environmental impact, health and safety, FSC® compliance (FSC-C158750), and social accountability standards.
- Policy Verification: Suppliers are required to submit their policies regarding modern slavery, human rights, non-discrimination, anti-bribery, anti-harassment/bullying, whistleblowing, and equal opportunities.
- Traceability: Supply chain traceability for timber components forms an integral part of our FSC® Chain of Custody certification to prevent illegal or unethical sourcing.
- Temporary & Agency Workers: Where temporary staff are engaged, they are sourced exclusively through reputable agencies for skilled activities, with thorough vetting to confirm their right to work and protect against labor exploitation.

Governance, Training & Whistleblowing

- Integrated Policies: Human rights and modern slavery considerations are embedded within VG&P's broader Environmental and Ethical Policy, which undergoes regular review.
- Training: Staff receive regular training to ensure they understand human rights risks, recognise signs of modern slavery, and know how to manage ethical impacts across business operations.
- Reporting & Remediation: Employees and supply chain partners are encouraged to raise concerns regarding human rights or ethical violations. Management is committed to investigating all concerns promptly and taking decisive corrective action without reprisal for whistleblowers.

Measuring Effectiveness & Continuous Improvement

VG&P is dedicated to continuously reviewing and improving its supply chain due diligence, risk assessment processes, and monitoring mechanisms to ensure human rights are protected across all operations.

Date: April 2026

Signed:



Edward Carpenter
Company Director
VG&P