



## **Introduction from the Chief Executive Officer of Tactus Limited (“Tactus”)**

Tactus is committed to preventing slavery and human trafficking within its business and its supply chains. We continually strive to improve our practices to combat slavery and human trafficking.

## **Organisation's structure**

Tactus is a technology and branding specialist, based in Warrington in the UK. We sell our products to business customers in the UK, the US and Europe. We are part of the Tactus Group (Group), a leading technology business. Our ultimate parent company is Tactus Holdings Limited. Tactus Holdings Limited has its head office in the UK. The Group has around 300 employees and at the time of this statement does not have any entities overseas.

## **Our supply chains**

Our supply chain involves buying products directly from manufacturers globally. Our relationships with our suppliers have been established over many years and are built upon shared values. We have close and personal links and contact with the owners or directors, reflecting the fact that we partner with small and medium-sized operations in the main.

## **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Group Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our supply chains.

## **Measures we have taken to combat modern slavery and human trafficking**

We have taken the following measures to combat modern slavery and human trafficking:

- As part of our initiative to identify and mitigate risk we have in place systems to mitigate the risk of slavery and human trafficking occurring in our supply chains. Our standard purchasing contracts include anti-slavery and human trafficking contractual commitments which our suppliers must comply with. We have also introduced a requirement on our suppliers to comply with an internationally recognised Code of Conduct.
- We take any failure by a supplier to comply with its contractual obligations very seriously. Our contracts give us the right to end our relationship with a supplier if we have any concerns.



- Our suppliers have been subject to audits of their working practices covering a range of labour principles, to include anti-slavery, child labour, protection of young workers, working hours and fair remuneration.

The auditors reviewed relevant documents, such as those relating to working hours and pay slips. They also conducted interviews with both management and the workers themselves to assess conformance with the labour principles.

- We have engaged a representative based overseas who visits our suppliers on a regular basis. These visits encompass all areas of the factory, including the factory floor. Our representative is briefed to escalate to us any slavery or human trafficking concerns identified during such visits.
- Our internal recruitment policy is based on procedures that focus on compliance with all applicable legislation. We ensure all employees have the right to work in the UK and we carry out appropriate passport checks.

We will not tolerate slavery and human trafficking within our supply chains and if we identify such practices we are committed to taking appropriate action, either requiring the supplier to undertake remedial actions or by ending our relationship if necessary.

#### **Further steps**

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to continue to focus on improving the due diligence we undertake on our supply chain.

We intend to further enhance the role of our “on the ground” representative in identifying slavery and human trafficking concerns by developing a compliance questionnaire to be completed on each visit.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2022. It was approved by the board on 12 September 2022.

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Scott Brenchley, Chief Executive Officer

Tactus Limited

Date: 9/13/2022