

3. MODERN SLAVERY POLICY

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This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps Tite-Fix Ltd has and continues to take to prevent modern slavery or human trafficking within our operations or our supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, child labour and forced labour.

Tite-Fix Ltd adopts a zero tolerance approach to any form of modern slavery and will not tolerate exploitation, coercion or abuse within our operations or supply chain. We are committed to conduct our business ethically, with integrity and transparency in all dealings. We will implement effective systems and controls to prevent and detect modern slavery within our business or supply chain, ensuring the protection and dignity of all our workers.

OUR BUSINESS:

As a small to medium sized business supplying high performance fixings to various industry sectors, we are able to closely control and monitor our workforce and procedures ensuring no form of slavery or exploitation takes place.

OUR SUPPLIERS:

We source products from a select number of trusted suppliers where we have built and maintain close working relationships. We expect our suppliers uphold the same commitment and as far as reasonably practical, we will monitor them to ensure they apply the same zero-tolerance approach.

We conduct thorough due diligence before approving preferred suppliers to our business with our modern slavery policy forming an integral part of our contract and ask suppliers confirm no aspect of their operations contradicts this policy. Where pre-qualification information is required prior to placing orders, we ask suppliers confirm, as part of our contract, that they adopt the following procedures within their own operations:

- ✓ A zero tolerance stance to modern slavery with measures taken to eradicate it from their business.
- ✓ Established due diligence procedures to address risks of modern slavery in their own supply chain.
- ✓ Are in full compliance with all relevant anti-slavery and human trafficking legislation.
- ✓ Provide training to ensure awareness and understanding of modern slavery issues and compliance.
- ✓ Mechanisms are in place for employees to report any concerns without fear of retaliation.
- ✓ A commitment to regular review and monitor their operations to ensure continued compliance.

We may terminate our relationship with any supplier should any instances of modern slavery come to light.

