

Policy

Modern Slavery

1 Purpose

This policy affirms Tallai's commitment to contribute to ending all forms of modern slavery and outlines our approach to reducing the risk of modern slavery practices within our supply chains and operations.

It is consistent with our Ethical Framework (Business Ethics Policy), that expects a culture of high ethical standards, including compliance with applicable laws, contractual and other obligations. As a result, this Modern Slavery Policy is part of the Tallai Ethical Framework.

This policy also supports the intent of international conventions, treaties and protocols relevant to combatting modern slavery and the *Modern Slavery Act 2018*.

2 Context

Modern slavery is a term which covers a range of exploitative practices including human trafficking, sexual exploitation, forced labour, forced criminality, domestic servitude, child exploitation and forced organ removal.

Tallai is committed to limiting the risk of modern slavery within its own business, within its supply chains or through any other business relationship.

3 Scope

- 3.1 This policy applies to all persons working for or on behalf of, or providing services to, Tallai, in any capacity, including all Suppliers, Employees, Directors, officers, agency workers, Contractors, consultants and any other third-party representatives.
- 3.2 Tallai expects that all who have, or seek, a relationship with Tallai to familiarise themselves with this policy and to act in a way that is consistent with its values.
- 3.3 Tallai will only do business with Suppliers who fully comply with this policy, to those who are taking verifiable steps towards compliance.

4 Company Response

- 4.1 All employment for Tallai is voluntary.
- 4.2 Tallai does not use or condone, child or forced labour in any of its operations or premises and works to ensure these practices are not present in its workforce or supply chain.
- 4.3 Tallai does not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude.
- 4.4 Tallai abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.

- 4.5** Where Tallai is made aware of modern slavery practices in its own business or within its supply chain, Tallai will investigate all claims and if valid, resolve the issue in line with the values expressed in this policy.
- 4.6** Tallai has determined which parts of the business and supply chains are most at risk from modern slavery in its independent risk assessment.
- 4.7** This policy will be used to underpin and inform any statement on modern slavery that Tallai is required to produce as a result of legislative requirements in any country in which Tallai operates.

5 Non-compliance

Any breach of this policy will be taken seriously and dealt with on a case by case basis. A breach of this policy by an employee may lead to disciplinary action being taken in accordance with Tallai's disciplinary process. Serious breaches may be regarded as gross misconduct and may lead to immediate dismissal.

A breach of this policy by a supplier/contractor will also be dealt with on a case by case basis. Depending on the behaviour, Tallai may choose to adopt a zero-tolerance stance towards the supplier's behaviour and look at methods of preventing further engagement with the supplier or may decide to work with the supplier so they become compliant with this policy.

Authorisation:

This statement was approved by the Directors of Tallai Project Group in their capacity as principal governing bodies of Tallai Project Group on 10 June 2021.

As set out in this Policy, Tallai Project Group has responded to and met the mandatory reporting criteria noting the continual improvement approach of the *Modern Slavery Act 2018* (the Act).