

1. Introduction

At Talus Solutions Ltd our main priority is our employees, we are here to ensure everybody's safety and wellbeing is the best that it can be at all times. The policy covers all employees of Talus Solutions including the staff on and off site.

This statement sets out the actions we will take to ensure that there is no slavery within our company or those within our supply chain.

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, the most common form is debt bondage, this is where a person is forced to work for free to pay off debt. Other known forms are child & adult slavery, forced marriage, sex trafficking and human trafficking.

Our Modern Slavery Policy reflects our aim to be respectful and work with integrity in all of our business relationships. We have a zero-tolerance to any kind of Modern Slavery and we commit to implementing this policy in full force within all areas and roles, we are also committed to ensure this also doesn't take place in any other companies we work with.

We are to follow the obligations under the **Modern Slavery Act 2015** and we expect the same from all the other companies we have worked with in the past and are due to work with in the future.

2. Responsibility for Policy

The Directors have overall responsibility for ensuring that this policy complies with all ethical and legal obligations as well as ensuring that all employees and those within our supply chain comply with it.

Management have the acting role of ensuring all employees are made aware of this policy. Staff are to receive a printed copy and be told where to locate it on our internal system.

Managers also have the responsibility for implementing this policy with their staff, monitoring its use and effectiveness and dealing with any issues or queries.

All managers are liable for their staff in ensuring they understand the policy fully and agree to follow and have regular updates/training if need be.

3. Compliance with this policy

All employees, sub-contractors and suppliers must:

- Fully read and understand this policy; Employees are also required to report any incident that may be a result of slavery/trafficking
- Take responsibility for the prevention and detection of any Modern Slavery

Staff may be asked for their comments and feedback on the policy, this will encourage an effective review and update, if necessary, of the policy.

4. Modern Slavery Act 2015

The Modern Slavery Act 2015 addresses the role of businesses in preventing Modern Slavery within their company, supply chains and fellow organisations. Businesses of a certain size are required to create a Policy which aligns with the Modern Slavery Act 2015.

Philip Halford – Managing Director 1/8/2020
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