



## P-04 – Modern Slavery and Human Trafficking Policy

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps Tarpave has taken to ensure that slavery and human trafficking is not taking place in its business or any part of its supply chain. Modern slavery and human trafficking remain a hidden blight on our global society. Modern slavery is the term used to encompass slavery, forced and compulsory labour and human trafficking of ages. Tarpave's Code of Conduct prohibits modern slavery.

All Tarpave's employees have a responsibility to comply with the Code of Conduct and be alert to the risks brought about by modern slavery in our business and the wider supply chain. Staff are expected to report any concerns and management are expected to act upon them. Suppliers (including their subsidiaries or subcontractors) are expected to act in accordance with Code of Conduct, or an equivalent of its relevant core principles, in the performance of any agreement.

Tarpave has a zero tolerance to slavery and human trafficking, and we expect all of our suppliers and sub-contractors to comply with and meet our values and standards. Tarpave will ensure compliance through management meetings, site visits, internal and external audits. Tarpave has put in place fair and transparent recruitment and resourcing procedures in relation to labour practices, false employment, and modern slavery in accordance with relevant legislation and standards.

The requirements made of the supply chain in regard to modern slavery are communicated and contract upon through our Code of Conduct and Ethical Sourcing Policy. Tarpave expects all suppliers to conduct right-to-work checks of their workforce in accordance with the Immigration, Asylum and Nationality Act 2006, which will be reinforced when a worker attends their first site induction where their papers will be verified. Tarpave will seek to work in partnership with all suppliers to tackle and combat the threat of human trafficking and modern-day slavery across the construction industry and throughout our supply chain, in accordance with environmental, social and ethical standards.

Tarpave promotes a Whistleblowing Policy which provides an option for anonymity and encourages employees and suppliers to report and suspected legal or ethical breaches.

Tarpave shall be enhancing our training to ensure that our staff have the highest level of understanding of the risks associated with Modern Slavery and Human Trafficking in our supply chain.

Tarpave shall be implementing further Key Performance Indicators (KPI's) to measure effectiveness in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chain.

Signed:

*Leonard Cairns*

Ivan Cairns

Managing Director

April 2022